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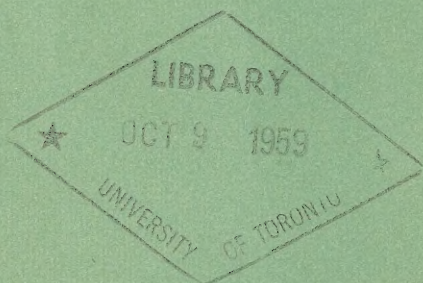
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WORKING AND  
LIVING CONDITIONS  
IN CANADA



DEPARTMENT OF LABOUR  
and  
DEPARTMENT OF  
CITIZENSHIP AND IMMIGRATION

EIGHTH EDITION  
APRIL 1959



Canada Dept. of Labour, Economics and  
Research Branch

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Publications

# WORKING AND LIVING CONDITIONS IN CANADA

Eighth Edition, April 1959

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ECONOMICS AND RESEARCH BRANCH  
DEPARTMENT OF LABOUR  
*in consultation with the*  
DEPARTMENT OF CITIZENSHIP AND IMMIGRATION  
*and issued on the authority of*

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*Minister of Labour*

A. H. BROWN  
*Deputy Minister*



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## FOREWORD

This is the eighth edition of a booklet prepared by the Economics and Research Branch of the Department of Labour for the purpose of providing current information in a concise form on working and living conditions in Canada.

In the preparation of this booklet the Economics and Research Branch wishes to acknowledge with thanks the assistance of the Department of Citizenship and Immigration, the Employment Branch of the Unemployment Insurance Commission, the Research Division of the Department of National Health and Welfare, the Labour and Prices Division of the Dominion Bureau of Statistics, and the Legislation and Canadian Vocational Training Branches of the Department of Labour.

The information contained in this edition has been revised and written by Dr. P. H. Casselman and Mrs. R. Rivington under the direction of Mr. J. P. Francis.

The illustrations in the booklet were obtained in co-operation with the Department of Citizenship and Immigration, the National Film Board of Canada, Central Mortgage and Housing Corporation, the St. Lawrence Seaway Authority and the Canadian Labour Congress. Permission to use these illustrations is gratefully acknowledged.

W. R. DYMOND

*Director, Economics and Research Branch,  
Department of Labour, Canada.*

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## INTRODUCTION


People who come to live and work in a new country often find that many aspects of life in their adopted land are different from those to which they were accustomed at home. At first, then, it may be difficult for them to understand and become familiar with the many new customs and practices.

For the newcomer, one of the most encouraging features of Canadian life is that he may live where he chooses, work wherever he wishes and buy goods without restriction. In fact, since most things in Canada are comparatively free of regulation, the individual is at liberty to establish himself in his new country in the manner he or she feels is best.

The main purpose of this booklet is to provide basic information on working and living conditions in Canada for persons planning to emigrate to this country. Sources of additional information are also indicated.

The booklet deals with employment, earnings, working conditions, educational and training facilities, living conditions and social welfare services.

Although the booklet concentrates on the aspects of Canadian life in which the prospective immigrant is most likely to be interested, it may at the same time be of assistance to immigration officials and others working with newcomers. It should also be of interest to persons wanting information on working and living conditions in Canada.



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# I

## POPULATION AND EMPLOYMENT

Two striking features have distinguished the Canadian scene during the past half-century: the tremendous growth in the population, industry, and labour force of the country; and the fundamental change from a predominantly agricultural economy to one that is highly industrialized.

The present chapter deals with population and employment trends in Canada and discusses the distribution of employment by industry, region and sex. The nature and extent of seasonal changes in employment are also outlined.

### Population

Since the turn of the century, Canada's population has more than tripled. At December 1, 1958, it was 17,241,000, compared with 5,371,000 in 1901.

Since 1951, the Canadian population has been growing at the rate of about 3 per cent per year, more rapidly than that of France or Western Germany where the rate of growth has recently been about 1 per cent per year.

Despite this rapid increase, the density of Canada's population (number of persons per square mile of area) remains very low. Some comparisons of population size and density per square mile are shown in Table 1.

**Table 1—Density of Population, Selected Countries**

<i>Country</i>	<i>1957 Population</i>	<i>Area, Square Kilometres</i>	<i>Density per Square Kilometre</i>	<i>Density per Square Mile</i>
Canada.....(1958)	17,241,000	9,960,547	2	8*
Denmark.....	4,466,000	42,936	109	281
France.....	44,000,000	551,208	80	207
Hungary.....	9,812,000	93,030	105	271
Italy.....	48,353,000	301,226	160	413
Netherlands.....	11,009,000	32,450	339	876
United Kingdom.....	51,455,000	244,016	211	545
Western Germany.....	51,469,000	245,359	210	543

\*Excludes the Yukon and Northwest Territories, which would further reduce the number of persons per square mile in Canada.

SOURCE: *United Nations Demographic Yearbook*, 1957, p. 130.

Population for Canada is a Dominion Bureau of Statistics estimate.

It must be pointed out, however, that a considerable part of Canada's northland is very sparsely populated because its climate and other features make it rather inhospitable for general settlement under present conditions.

The Canadian population now includes a large proportion of young people. Of every 100 people in the country in 1958, 33 were under 15 years of age, 59 were between the working ages of 15 and 64, and eight were 65 years of age or over.

Nearly two-thirds of Canada's population is located in the southern part of the provinces of Ontario and Quebec, and mainly in the cities. Generally speaking, the population is concentrated in a long narrow strip running along the southern part of Canada near the United States border, from Halifax, Nova Scotia to Victoria, British Columbia.

As in many other countries, the Canadian population has been increasing most rapidly in the urban areas and most of the increase has been in the suburban areas on the edges of the cities. The following figures show the metropolitan areas (city and suburban areas together) that have grown the fastest during the most recent five years for which data are available.

**Table 2—Population Increases in Metropolitan Areas in Canada, 1951-1956**

	<i>Percentage Increase 1951-1956</i>	<i>Population 1956</i>
Edmonton, Alberta.....	44.5	251,004
Calgary, Alberta.....	42.5	200,449
Halifax, Nova Scotia.....	22.6	164,200
Toronto, Ontario.....	21.5	1,358,028
Hamilton, Ontario.....	20.4	327,831
London, Ontario.....	19.8	154,453
Vancouver, British Columbia.....	18.3	665,017
Ottawa, Ontario.....	18.1	345,460
Montreal, Quebec.....	16.2	1,620,758
St. John's, Newfoundland.....	15.9	77,991
Victoria, British Columbia.....	15.8	125,447
Winnipeg, Manitoba.....	15.5	409,121
Total.....		6,281,598

SOURCE: Census of Canada 1956, Bulletin: 1-6, Table 8.

The rural population in Canada in 1956 represented one-third of the total population, a lower proportion than in 1951. The number of people in northern Canada, particularly in the Yukon and the Northwest Territories, is small. The Yukon in 1958 had 13,000 inhabitants, the Northwest Territories, 20,000.

### **Employment Trends**

Since 1901, the labour force in all major occupational groups in Canada, except agriculture, has increased markedly. Chart 1 shows the trends for five major occupational groups—agriculture, service, manufacturing, clerical



and construction—and for all occupations combined. The fastest-growing occupational group during this period was the clerical group, which has increased almost ten-fold.

The shift from an agricultural economy to a highly industrialized one is indicated by the changes in agricultural and manufacturing employment. At the beginning of the century, more than twice as many people were in agricultural employment as in manufacturing. By 1951, however, there were about 200,000 more factory workers than farm workers. As indicated in Table 3, this trend continued after 1951 and by 1958 the number of persons with jobs in the manufacturing industries was more than double that of persons with jobs in agriculture. Manufacturing industries, which now employ about one and a half million people in Canada, have become the most important industrial group.

The service industries have also been growing rapidly. In 1901 fewer than 250,000 persons had service jobs, compared with more than 900,000 in 1951. These industries are still expanding; in 1958, an average of 1,259,000 persons had jobs in the service industries, second only to manufacturing in the number of persons employed.

As Table 3 shows, all the major industries, except agriculture, have continued to expand in recent years. By 1958, out of every hundred workers in the country, 26 were employed in manufacturing, 22 in the service industries, 16 in retail and wholesale trade, 12 in agriculture, and eight each in the construction and transportation industries. The remaining four industries employed fewer than eight workers out of every hundred.

**Table 3—Employment in Canada, by Industry, 1955 and 1958**  
(Yearly averages of persons with jobs, in thousands)

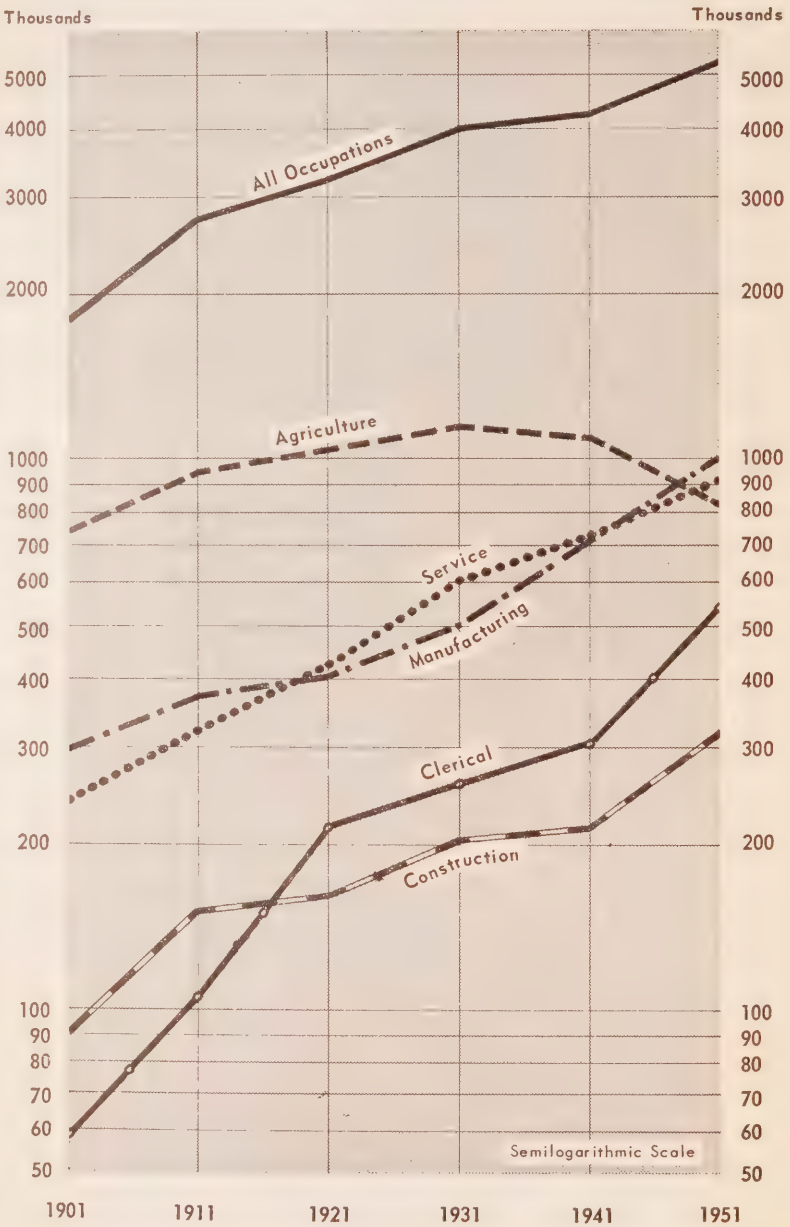
<i>Industry</i>	<i>1955</i>	<i>1958</i>
Fishing.....	22	15
Forestry.....	114	87
Mining and quarrying <sup>1</sup> .....	110	109
Manufacturing.....	1,378	1,469
Construction.....	372	433
Transportation, storage and communications	405	432
Public utilities.....	62	78
Trade.....	845	915
Finance, insurance and real estate.....	178	211
Service.....	1,074	1,259
Agriculture.....	818	712
<b>Total.....</b>	<b>5,378</b>	<b>5,720</b>

<sup>1</sup>Includes oil wells.

SOURCE: Labour Force Survey, Dominion Bureau of Statistics, monthly reports and revision, November, 1945 to July, 1958.

Chart 1

# LABOUR FORCE IN SELECTED OCCUPATIONAL GROUPS CANADA, 1901-1951



Source: Census of Canada.



## Distribution of Male and Female Workers by Region

The geographical distribution of persons with jobs in Canada in 1958 is shown in Table 4, which also shows the sex distribution.

Of the persons with jobs in 1958, 37 per cent were employed in Ontario and 28 per cent in Quebec. The three Prairie provinces employed 18 per cent, 8 per cent were in the Atlantic provinces, and 9 per cent in the Pacific region.

Most of Canada's workers are employed in the larger cities, the heaviest concentration being in the south-east part of the country surrounding Toronto and Montreal. These two major cities each accounted for about 15 per cent of all persons employed in Canada in 1958. Vancouver, on the west coast, with about 5 per cent of the persons with jobs in Canada, and Winnipeg with about 3 per cent, are the largest of the many important cities situated at a considerable distance from the eastern centres of population.

Table 4 also gives the geographical distribution of Canadian employment in 1958 by sex. Ontario had the highest proportion of females in its labour force; 27 per cent of all jobs in the province were held by women in 1958, compared with 25 per cent in the Pacific region, 25 per cent in Quebec, 23 per cent in the Atlantic provinces and 24 per cent in the Prairie provinces.

By far the greatest number of farm workers in the country, 42 per cent, were in the Prairie provinces, 25 per cent were in Ontario, 23 per cent in Quebec, 7 per cent in the Atlantic provinces and 3 per cent in the Pacific region. When agricultural workers are considered in relation to total employment within each region, the statistics show that 29 per cent of all persons employed in the Prairie provinces in 1958 were farm workers. This is a much higher proportion than in any other region of Canada (12 per cent in the Atlantic provinces, 10 per cent in Quebec, 8 per cent in Ontario and 5 per cent in the Pacific region). The Prairie provinces include one of the largest wheat-producing areas in the world, which accounts for their relatively large farm labour force.

**Table 4—Distribution of Persons with Jobs in Canada, by Region and Sex, 1958**  
(yearly averages in thousands)

	<i>Atlantic</i>	<i>Quebec</i>	<i>Ontario</i>	<i>Prairie</i>	<i>Pacific</i>
Agricultural.....	56	161	175	296	24
Non-agricultural.....	421	1,422	1,968	712	485
Total.....	477	1,583	2,143	1,008	509
Males.....	366	1,186	1,572	770	383
Females.....	111	397	571	238	126

SOURCE: Labour Force Survey, Monthly Reports, 1958, Dominion Bureau of Statistics.

## Agriculture

Agriculture is the largest primary industry in Canada and occupies an important place in the economy, even though expanding secondary and other industries have attracted workers from it in recent years. The proportion of persons with jobs in agriculture in Canada in relation to all persons with jobs decreased from 15.9 per cent in 1951 to 12.5 per cent (712,000 people) in 1958.

Canadian farms are primarily family farms, operated by the owners with the help of their family and some employed labour. Only a small percentage of the farms are operated by tenants.

The number of farms has also declined in recent years. In 1951 there were 623,000 farms in Canada, compared with only 575,015 in 1956—a reduction of nearly 8 per cent in five years. Existing farms, however, are larger than in earlier years. The total acreage under cultivation in Canada in 1956 was about 174 million acres. The distribution of farm land under cultivation by region is shown in Table 5.

**Table 5—Farms in Canada, Showing Total Acreage and Average Size, by Region, 1956**

	<i>Number of farms</i>	<i>Total acreage</i>	<i>Average size (acres)</i>
Newfoundland.....	2,387	71,814	30
Prince Edward Island.....	9,432	1,065,463	113
Nova Scotia.....	21,075	2,775,642	132
New Brunswick.....	22,116	2,981,449	135
Quebec.....	122,617	15,910,128	130
Ontario.....	140,602	19,879,646	141
Manitoba.....	49,201	17,931,817	365
Saskatchewan.....	103,391	62,793,979	607
Alberta.....	79,424	45,970,395	579
British Columbia.....	24,748	4,538,881	183
Yukon.....	22	4,417	.....
	575,015	173,923,691	302.5

SOURCE: Census of Canada 1956, Bulletins: 2-1 to 2-11.

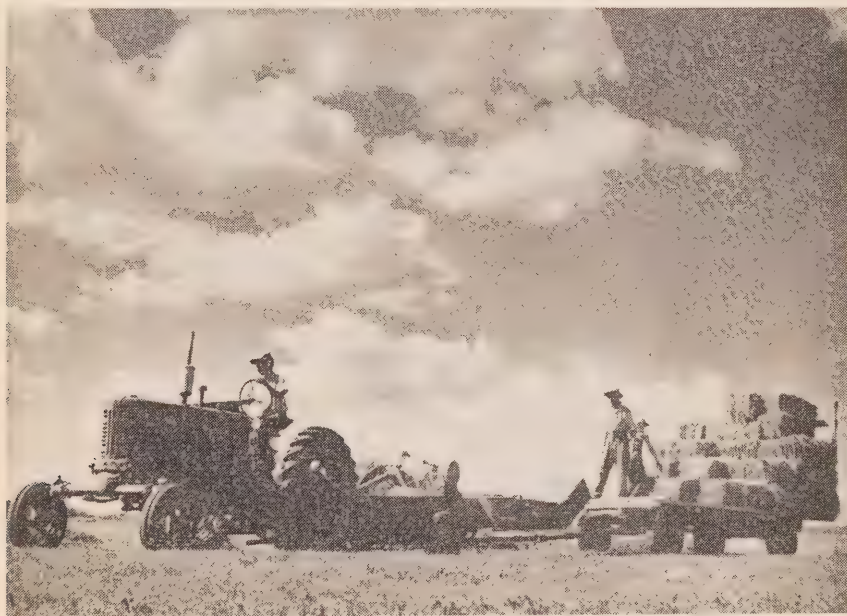
The size of farms in Canada is usually related to the type of farming practised, some types requiring more land than others. For instance, the largest farms are in the Prairie provinces of Manitoba, Saskatchewan and Alberta, where grain growing, which requires large acreages, predominates. Mixed farms combining feed grain cultivation and beef cattle raising are also common in some parts of the Prairies, and these too require large acreages.



In the central provinces of Ontario and Quebec, farm acreages are more moderate. There the livestock type of farming predominates although other kinds of farming are also practised. The southern part of Ontario is largely a fruit- and vegetable-growing area.

Livestock and mixed farming are most common in the Atlantic provinces although some areas specialize in fruit farming. Farms in these provinces are about the same size as in Ontario and Quebec.

Many kinds of farming are also carried on in British Columbia although the livestock farm predominates. The farms range in size from the very large grain and beef cattle farms in the Peace River district in the northern part of the province to the dairy and poultry farms located along the river valleys and the fruit and vegetable farms that require more intensive cultivation but less land.



Much farm work in Canada is done mechanically. Here the farmer's young son is driving the tractor while the farmer himself piles on the wagon the bales of hay as they come from the baler. Helping the farmer is the owner of the travelling baler, who does the work on a custom basis.

*Photo, Newton, Ottawa, for Department of Citizenship and Immigration.*

Canadian farmers are able to operate relatively large farms because of the high degree of mechanization of agricultural operations. A great deal of field work is done mechanically. Most Canadian farmers own their own machinery such as tractors, trucks, mowing machines and grain binders, grain

combines and threshers. Most specialized dairy farms are equipped with milking machines; many have automatic feeders and waterers, automatic litter carriers and semi-automatic stable cleaners. Nearly three quarters of the farms in Canada have electric power, on which the use of many of the machines depends. Quite apart from mechanization, farmers have raised their production by using higher quality cattle and by the increasing use of artificial breeding to raise the quality of their stock. The use of better seeds, fertilizers and weed killers is raising field production.

Like most agricultural countries, Canada has federal legislation designed to give price stability to the marketing of farm products, and legislation to give protection to farm co-operatives and producer marketing boards.

Farm workers are eligible to receive most social welfare benefits provided by the federal and provincial governments. Workmen's compensation is available to them in nine provinces; however, since it is optional for a farm employer to provide workmen's compensation for his workers, the employee should find out from the farmer whether or not this insurance has been arranged for. Unemployment insurance does not apply to farming.

The Canadian Farm Credit Corporation, with headquarters in Ottawa, provides long-term and short-term loans to farmers for the purpose of starting new farms or improving the ones they already own. Loans are also available through Farm Home Improvement and provincial farm loan schemes.

Information about farming in Canada may be obtained by writing to the federal Department of Agriculture, Ottawa, or to the provincial departments of agriculture, usually located in the capital city of each province. The departments of agriculture, in addition to answering specific questions, provide a wide range of bulletins, usually free of charge, on agricultural subjects. In addition, the Department of Labour, Ottawa, provides information on farm labour and farm working conditions.

Prospective immigrants can address farming enquiries to the Department of Citizenship and Immigration in Ottawa or to the regional settlement supervisors located at various points in Canada. Officers of this Department are prepared to advise immigrants on the best places to start farming, the best systems of farming to follow, and how to arrange loans for buying equipment or land.

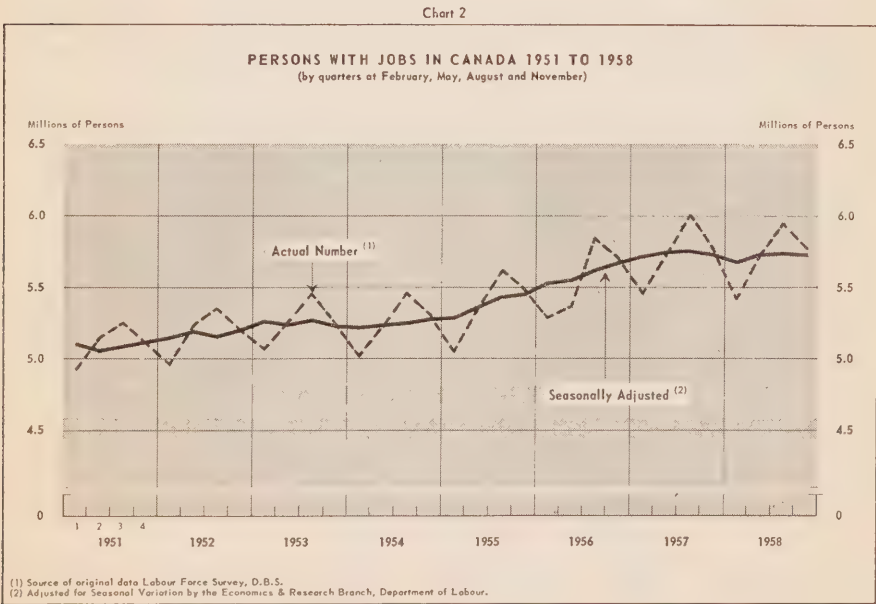
### **Seasonal Changes in Employment**

Persons contemplating emigration to Canada must keep in mind that many jobs in this country are highly seasonal. In several occupations, work is not generally available during the whole of each year. As a result, approximately 250,000 to 300,000 persons are unemployed for varying periods each winter in Canada for seasonal reasons alone. (The various social welfare measures taken to alleviate the hardships caused by this unemployment are described in Chapter VII.)

The wide variations in the climate of most areas in Canada are the principal cause of seasonal changes in employment. Outdoor work is curtailed during the winter because of the weather.

Weather conditions also affect the supply of raw materials in some industries and the demand for finished products in others. Some seasonal changes in employment, for example, are caused by the seasonal patterns of consumers' or producers' buying habits. Consumer purchases are often highest at Christmas-time, whereas contracts for construction work are usually let in the spring and summer.

Chart 2 shows the overall trend of employment during recent years and gives some indication of the ups and downs in the number of persons with jobs in Canada resulting from seasonal variations. Additional details on seasonal employment changes are given in Table 6 which shows the 20 Canadian industries most affected by seasonal variations, their busy and slack seasons, and the proportion of seasonal workers in them. In most industries, employment as a whole does not change abruptly from the busy season to the slack season, but in an individual plant the transition may be sudden, especially if the plant (for example a lumber mill) shuts down completely for part of each year.





**Table 6—Seasonality of Employment in the 20 Canadian Industries Having the Largest Seasonal Employment Variations**

<i>Industry</i>	<i>Approximate Percentage of Employees who are Seasonal<sup>1</sup></i>	<i>Busy Season</i>	<i>Slack Season</i>
Logging			
—East of the Rockies.....	65	Fall, Winter	Spring, Summer
—British Columbia.....	45	Spring, Summer, Fall	Winter
Non-metal mining.....	20	Summer, Fall	Winter, Spring
Meat products.....	15	Summer, Fall	Winter, Spring
Dairy products.....	20	June to Oct.	Nov. to May
Canned and cured fish.....	45	June to Nov.	Dec. to May
Canned and preserved fruits and vegetables	70	Summer, Fall	Winter, Spring
Carbonated beverages.....	25	June to Oct.	Nov. to May
Tobacco and tobacco products <sup>2</sup> .....	25	Dec. to Apr.	May to Nov.
Women's clothing.....	10	(3)	(3)
Saw and planing mills.....	15	June to Nov.	Dec. to May
Pulp and paper mills.....	10	June to Nov.	Dec. to May
Agricultural implements.....	20	Feb. to Aug.	Sept. to Jan.
Shipbuilding and repairing.....	10	(4)	(4)
Construction			
—Buildings and structures.....	30	Summer, Fall	Winter, Spring
—Highways, bridges and streets.....	40	June to Dec.	Jan. to May
Steam railways—maintenance of ways and structures.....	30	June to Dec.	Jan. to May
Water transportation.....	30	(5)	(5)
Grain elevators.....	10	Summer, Fall	Winter, Spring
Electric light and power.....	10	June to Dec.	Jan. to May
Retail trade.....	10	Nov. to Jan.	Feb. to Oct.
Hotels and restaurants.....	10	June to Oct.	Nov. to May

<sup>1</sup> These percentages are calculated by expressing the difference between the seasonal peak and trough of employment in the specific industry as a percentage of employment at its peak.

<sup>2</sup> Most of the seasonal employees in this industry are engaged in processing tobacco (grading, sorting and packing in hogsheads). There is little seasonality in manufacturing tobacco into cigars, cigarettes, etc.

<sup>3</sup> Employment in women's clothing manufacturing has two seasonal cycles per year instead of one. Employment is below average from June to September, above average in October and November, below average again in December and January and above average again from February to May.

<sup>4</sup> The seasonal employment pattern in shipbuilding and repairing is different in different areas. On both coasts peak employment occurs in spring and trough employment in fall; in Quebec the peak occurs in fall and the trough in winter; in Ontario the peak comes in winter and the trough in spring and summer.

<sup>5</sup> The seasonal employment pattern in water transportation is different in different areas. On inland waterways, including the St. Lawrence and Great Lakes, the busy season is from April to December and the slack season from January to March; on the Atlantic Coast, winter and spring are the busy seasons and summer and fall are the slack seasons; on the Pacific coast, this pattern is reversed, and summer and fall are the busy seasons and winter and spring the slack seasons.

SOURCE: Economics and Research Branch, Department of Labour, Canada.

Fishing and trapping are omitted from this table because of the lack of employment data but the obviously seasonal nature of these industries should be kept in mind. Agriculture is another highly seasonal industry in Canada not shown in the table.



The Iroquois Lock, here shown from the air, is the most westerly of seven new locks built for the St. Lawrence Seaway which has opened up the Great Lakes to seagoing vessels. The view is downstream.

*Photo, St. Lawrence Seaway Authority.*



Winter construction is important to Canada's construction industry. The parts of a building on which men are working during very cold weather are often enclosed with plastic pliofilm or with tarpaulins, permitting the enclosure to be heated. Workers are preparing to add a fourth storey to this building, and steam may be seen coming from the heated part.

*Photo, Division of Building Research, National Research Council.*

It may be seen from the table that some of the leading seasonal industries are complementary in their seasonal pattern, that is, their busy season may correspond with the slack season of another industry. Logging, agriculture and construction are examples. As a result, many agricultural and construction workers who are laid off during their slack season find employment in the logging industry during the fall and winter months. It should also be pointed out that in certain seasonal industries (canning of fish and of preserved fruits and vegetables, for example), a high proportion of the workers, mainly housewives and students, do not want employment for the whole year but retire from the labour force when the busy season is over. Furthermore, in many industries severely affected by seasonal variations in activity, it is frequently possible for workers to work overtime during the busy season, thus helping to offset the lower earnings of the slack season.

Most of Canada lies within the cool temperature zone of the northern hemisphere where summers are relatively short and warm and winters are long and cool. Table 7 shows temperatures, rainfall and annual hours of sunshine in different cities in Canada.

**Table 7—Long Term Temperature and Precipitation Data for 21 Selected Cities in Canada**

	<i>Average</i>		<i>Precipitation</i>		<i>Average Annual Hours of Sunshine</i>
	<i>January Temperature (Degrees Fahrenheit)</i>	<i>Average July</i>	<i>Average Annual Inches</i>	<i>Number of Days</i>	
Charlottetown, Prince Edward Island.....	19	67	43.13	156	1,856
Halifax, Nova Scotia.....	24	65	54.26	159	1,835
Fredericton, New Brunswick.....	14	67	41.90	146	1,876
Arvida, Quebec.....	4	65	38.77	174	1,802
Montreal, Quebec.....	15	70	41.80	160	1,803
Fort William, Ontario.....	8	63	31.59	137	1,775
Kapuskasing, Ontario.....	-1	63	27.99	142	1,646
Ottawa, Ontario.....	12	69	34.89	146	2,009
Toronto, Ontario.....	25	71	30.93	149	2,048
Churchill, Manitoba.....	-16	55	13.87	101	1,525
Winnipeg, Manitoba.....	1	68	19.72	117	2,124
Moose Jaw, Saskatchewan.....	7	68	14.60	103	2,268
Prince Albert, Saskatchewan.....	-1	65	15.60	119	2,107
Regina, Saskatchewan.....	2	67	15.09	113	2,294
Calgary, Alberta.....	16	62	17.47	105	2,245
Edmonton, Alberta.....	8	63	17.63	126	2,173
Prince George, British Columbia ..	15	60	22.16	166	1,784
Salmon Arm, British Columbia.....	23	68	19.58	114	1,786
Vancouver, British Columbia.....	38	64	56.83	179	1,832
Victoria, British Columbia.....	39	60	26.18	145	2,207
Dawson, Yukon Territories.....	-16	60	12.73	119	1,655

SOURCE: Federal Department of Transport, Meteorological Branch.



## II

### FINDING A JOB—BASIC QUALIFICATIONS REQUIRED

This chapter deals briefly with the services available in Canada for helping workers find employment. The general qualifications required in most jobs are discussed, as are more specific technical or professional requirements. The chapter also contains a short section on persons who wish to go into business for themselves.

#### The National Employment Service and other Placement Agencies

There are several different ways in which a person may find out about available jobs in Canada.

Open to everyone is the National Employment Service with more than 200 offices throughout the country. Through these offices workers may apply for jobs and employers look for employees. One advantage of this country-wide employment service is that if workers are scarce in one part of the country the employment office there will advise other offices of this fact. In this way, job seekers learn of opportunities in other parts of Canada as well as in their own district, although the vast distances to be travelled sometimes deter workers from taking advantage of opportunities elsewhere. The National Employment Service offices have special sections for the placement of professionals, women, and other particular groups of workers.

In addition to the National Employment Service, immigrants may use the facilities of the Settlement Division of the Department of Citizenship and Immigration. Immigration and settlement officers assist all immigrants including those who wish to establish their own businesses or to settle on farms.

A number of private agencies, usually of a charitable nature, also assist immigrants in finding employment in Canada.

Finally, immigrants like all other residents may get into touch with employers on their own initiative or in answer to advertisements for vacant positions appearing in newspapers or other publications.

Newcomers to Canada must expect to find conditions of employment different from those in their own country and should not be disappointed if they do not immediately obtain the kind of work in which they are most interested. Canadians are accustomed to moving from their current job to

a better one as they see opportunities develop. Many successful people have begun with jobs that they realized were below their full capabilities, and have gradually succeeded in finding the kind of employment in which they could realize their full potential.

## **General Qualifications**

As in other countries, many jobs in Canada require special qualifications. There are a number of general qualifications, however, that are necessary in any job. These are discussed briefly here, particularly from the point of view of the newcomer.

### **Language**

Ability to speak and to understand English, or French if the newcomer settles in a French-speaking community, is essential in many occupations. Use of the language is an important factor in most jobs since proper communication between the worker and his superiors as well as his co-workers depends upon it. In hazardous occupations a knowledge of the language becomes vital, for the worker must be able to understand the safety instructions and the protective measures provided by the employer. The ability to speak English or French is also imperative in occupations where contact with the public is involved to any great extent. There are, of course, a number of occupations (*i.e.*, stenography, reporting, writing, teaching) in which the use of the language practically constitutes the job.

Persons contemplating emigration to Canada, therefore, would be well advised to start learning one of the two official languages of the country, if they are not already proficient in either of them, before leaving their present homeland. Once they have arrived, immigrants who wish to continue their studies will find that language courses are available, usually at night school, in major communities across Canada either entirely free of charge or for a small fee.

### **Experience**

Previous work experience is an asset when it is related to the type of work which the immigrant is seeking in Canada.

General business knowledge, administrative experience and experience in dealing with different kinds of people are, of course, useful in almost any work. On the other hand, a knowledge of particular machine methods or specific industrial processes may not be as useful in Canada as in the immigrant's country of origin because of different methods and standards. An immigrant possessing outstanding manual skill may find that the operation which he was able to perform skilfully by hand in his former country is done entirely by machine in Canada. Nevertheless, familiarity with the skills of almost any of the traditional trades will be very useful.

## **Age and Sex**

In Canada, as in a number of other industrialized countries, the older worker can be at a disadvantage when applying for a job in competition with younger applicants. For recent immigrants, who may already be at a disadvantage when competing with Canadian citizens because of their lack of knowledge of the language or of Canadian customs, the factor of age could be a deciding one.

There are many reasons, some based on prejudice, why the older worker usually has more difficulty in finding employment than the younger. For one thing, young people are generally preferred to older people because they can be hired at a lower initial salary and then trained to suit the wishes and plans of the employer. In addition, young persons are considered to be more versatile and quicker in their work than older persons. The practice of having compulsory pension plans in many large organizations also makes it harder for the older worker to gain employment since the employer's contribution to the pension plan is larger for older than for younger workers.

On the other hand, it is also recognized that the older worker has many qualities to offer such as skill, dependability and maturity of judgment. With the aim of educating Canadian employers regarding the advantages of hiring older workers, the federal Department of Labour has had an intensive educational and publicity campaign under way during recent years.

Theoretically all occupations are open to workers of both sexes. In practice, however, women are more likely to find employment in the occupations traditionally performed by women in Canada, *i.e.*, clerical (including stenographic) occupations, service and sales occupations, teaching and nursing. In the manufacturing industries, textiles and clothing establishments and manufacturers of electrical supplies are the largest employers of women. Some of the jobs commonly considered "women's jobs" are also among the lower-paid occupations in the country.

Although some difficulties still exist regarding the employment of women in occupations not considered to be women's jobs, well-trained women are making headway even in predominantly male occupations. Since the Second World War, employers have been less reluctant than before to employ married women so that large numbers of them are now working in many occupations.

## **Canadian Citizenship**

There are a number of positions in Canada for which one of the conditions of employment is that the applicant be either a Canadian citizen or a British subject. These are largely jobs at certain levels in the public service.



Only in rare instances do private employers—and they employ by far the greatest number of workers in the country—require Canadian citizenship as a condition of employment.

### **Personal Qualities**

In addition to any other qualifications, employers in Canada, as elsewhere, require certain basic personal qualities of a candidate for a job. What these qualities are and their relative importance vary with the job. In general, however, they include a pleasing personality, mental alertness, good judgment and dependability.

It is important for the immigrant to recognize that as far as these personal qualities are concerned, he will be competing with Canadian citizens. In cases where other qualifications are equal, therefore, whether or not an employer selects an immigrant over a Canadian citizen will depend on the degree of these personal qualities that he is convinced the immigrant possesses. Furthermore, the immigrant's success in the job and rate of promotion will depend on his job performance which will involve to a considerable extent a demonstration of these personal qualities.

### **Attitude Towards Job**

Whether the newcomer is happy or unhappy in his work will be largely determined by his attitude towards his job. *As a general rule immigrants should not expect to begin at the top in their line of work and, above all, they should not expect to make a fortune overnight.* Even men of outstanding ability may have to wait a while before their ability is recognized and rewarded. The best advice to immigrants in this connection is: *"Do not expect too much of your new job at the beginning; take any kind of work, if necessary, and work hard at it. At the same time watch for openings in which your ability or knowledge would be better utilized and be ready to take advantage of them."*

### **Seniority**

Collective agreements between labour unions and employers in Canada usually contain provisions relating to seniority rights, except in industries which experience major seasonal fluctuations in employment such as construction and logging. These provisions, as a general rule, recognize the worker's length of service with the employer in the case of such matters as layoffs, rehiring following layoffs, promotions, and choice of vacations.

Newly-employed workers, whether immigrants or Canadian citizens, should acquaint themselves with their employer's seniority policy. In cases where seniority is recognized as a major factor in determining which workers will be laid off, or rehired or promoted, they should realize that they are at a considerable disadvantage when compared with workers who have been in the employ of the firm for many years.

## **Qualifications for Non-Professionals**

Non-professional workers make up the largest proportion of the labour force in Canada—about 92 per cent. Most are wage or salary earners; the rest are in business for themselves (see page 31).

### **Education and Training**

A good education is to the advantage of the applicant in most occupations. Even if at the beginning the worker finds that his education does not profit him directly, he will later discover that it is helping him to get ahead more quickly.

Because of the outstanding developments in technology and mechanization in Canada during recent years, the immigrant will find that a good background of technical knowledge obtained through experience or formal technical training is of great value. Immigrants will be well advised to bring with them evidence of training received and of courses completed.

### **Certification**

In a number of skilled trades in Canada persons are required to obtain a certificate of competence before being permitted to practise the trade. Usually these are trades that involve a period of apprenticeship training. Certification may be required by the province in which the person plans to work, or by the municipality, or by both. A person planning to emigrate to Canada with the aim of working in a skilled trade should enquire from a Canadian immigration official if certification for his trade is needed in the community in which he intends to settle, and to what extent his training and experience in this trade will be of use to him in Canada.

### **Union Membership**

In most Canadian industries, membership in trade or labour unions is voluntary. For some trades, however, mainly the skilled occupations in building construction, printing and clothing manufacture, employers have accepted the "closed shop" type of organization. Under this system, only members of a specified union are eligible for employment. More common, however, is the "union shop". In this case, the employer may hire whom he pleases but the worker must join the union in the plant or business within a specified time after being hired if he wishes to remain in the service of the employer.

A person wishing to become a member of a Canadian labour union is required to make application on a form provided by the union. Some craft unions require evidence of an applicant's competence before admitting him to membership. Evidence of having qualified under the provincial regulations for licensing or for competence certificates will, as a rule, be sufficient to qualify a person for admittance into the union of the particular trade. Some

unions establish competence tests of their own. Upon acceptance of his application, the new member must generally pay an initiation fee and thereafter the regular monthly dues. These vary from one union to another and even from one local to another of the same union. The initiation fee may range from \$1.00 to \$25.00 but is usually \$5.00; some, however, may be considerably higher. Membership dues are normally \$1.50 or \$2.50 a month but may range from \$1.00 to \$6.00.

Some collective agreements contain clauses providing that union dues will be automatically deducted from the member's pay cheque. For further information regarding union organization, see Chapter III.

## Qualifications for Professionals

About 8 per cent of Canada's labour force is composed of professional workers. the term "professional" usually meaning occupations requiring university training or specialized training above the secondary school level, and considerable work experience.

Many professions in Canada have professional associations, *e.g.*, the Canadian Medical Association, the Association of Professional Engineers, or the Canadian Institute of Chartered Accountants, and it is customary for persons practising these professions to belong to such an association. Usually the associations have a national headquarters and provincial branches. In some provinces, the licensing of professional persons for work in the province is controlled by the respective professional associations. Persons wishing to practise a given profession, therefore, must apply for a licence to the branch of their professional association in the province in which they wish to establish themselves. However, this is not necessary for all professions. In the occupations discussed individually below, if a licence from a professional organization is required, the fact is mentioned.

To qualify for a licence, the applicant may be required to pass an examination or give other proof of competence to practise his profession. Successful candidates are registered by the respective professional associations as licensed to practise.

Professional persons coming to Canada from other countries may not be able to obtain positions in their specializations immediately. It will, of course, be an advantage if they have a good knowledge of English, or of French if they expect to work in French-speaking communities. They will also be well advised to become acquainted as soon as possible with local customs, business methods, economic conditions, and laws and regulations.

Newcomers to Canada trained in such professional fields as engineering or architecture can be employed immediately if jobs are available and a fully qualified Canadian professional takes responsibility for their work, but they



cannot work on their own account before meeting certain professional requirements and passing certain examinations. Doctors, dentists, pharmacists and lawyers, on the other hand, cannot take positions in their respective fields until they have fulfilled certain requirements. These may include additional formal training, a term of work experience, and examinations. Doctors may, however, work as assistants and internes.

The requirements to be fulfilled for the practice of a number of selected professions are outlined below. Pamphlets setting out the requirements of a number of professional occupations may be obtained from the Department of Citizenship and Immigration.

### **Accountants, Bookkeepers**

Chartered accountants and certified public accountants must belong to their respective professional organizations before being allowed to practise. Each province has its own professional accountants' organization, but information may be obtained from the following national bodies: The Canadian Institute of Chartered Accountants, 10 Adelaide Street East, Toronto, Ontario, and the Canadian Institute of Certified Public Accountants, 123 St. Clair Avenue West, Toronto, Ontario.

Bookkeepers can take jobs immediately if openings are available and their qualifications meet the requirements of the individual employers, for they are not usually classified as professional and do not require certification.

### **Agrologists**

A university degree in agriculture is needed to practise agrology in Canada. In addition, six of Canada's ten provinces require membership in the provincial agriculturists' association. New Canadians are considered for membership on an individual basis, according to their qualifications. Information may be obtained from the Agricultural Institute of Canada, 176 Gloucester Street, Ottawa, Ontario.

### **Architects**

The practice of architecture in Canada is controlled by provincial regulations in all provinces except Prince Edward Island. Under these rules, all architects must be certified before beginning practice on their own account. Newcomers to Canada are advised to get in touch with the architects' association of the province in which they wish to practise or with the Royal Architectural Institute of Canada, 88 Metcalfe Street, Ottawa, Ontario.

### **Dentists**

In general, immigrants who are graduates from European dental schools and who wish to practise in Canada are required to attend an approved dental school in Canada for periods which vary from province to province, and to

graduate from that school. In some provinces the applicant must be a Canadian citizen, or have resided in Canada for a specified period of time. In addition to the above requirements, all applicants before they can obtain a licence must pass the examination set by the Dental Council of Canada or by the dental board of the province in which they plan to practise. Further information may be obtained from the Canadian Dental Association, 234 St. George Street, Toronto, Ontario.

### Engineers

In Canada an "engineer" is usually a graduate in engineering from a recognized university, or an appropriately qualified member of a professional engineering association. An engineer may not legally call himself a "professional engineer" unless he is registered with the provincial professional engineering association in his province. Information may be obtained from the Canadian Council of Professional Engineers, 5890 Monkland Avenue, Montreal, Quebec, and from the Engineering Institute of Canada, 2050 Mansfield Street, Montreal, Quebec.

In the case of newcomers to Canada, the professional engineering associations may require the passing of examinations before granting recognition as a "professional engineer". However, when jobs are available, engineers coming from other countries can be employed immediately in a variety of engineering tasks if a properly licensed engineer takes responsibility for the work done.

Engineers coming to Canada from other countries will probably be able to obtain employment within a reasonable time, particularly if they are recent graduates in engineering. Generally speaking, newcomers would be well advised to take employment with a firm or an individual employer for a period of time rather than start out on their own immediately.

### Foresters

To obtain a forester's position in Canada usually requires a bachelor's degree in forestry or a related science. In the case of research work, some positions require post-graduate degrees at the master's or doctor's level, or equivalent related experience.

Generally speaking, membership in a professional association is not a prerequisite for the practice of forestry in Canada. However, four provinces (New Brunswick, Quebec, Ontario and British Columbia) have legislation covering professional foresters. In all four provinces, foresters who are not members of the professional organization may obtain employment in forestry but may not be eligible to hold certain top level positions. To obtain more specific details about the regulations in these four provinces the applicant should communicate with the Canadian Institute of Forestry, 10 Manor Road West, Toronto 7, Ontario.

## Lawyers

Admission to the Bar in Canada is governed by the law society of each province, which requires the newcomer to pass Canadian law examinations and to pay admission fees. Most law societies also require that a candidate be a Canadian citizen or a British subject.

Because of similarities in legal practice in Canada and the United Kingdom, British lawyers usually have no difficulty in passing the Canadian law examination. European lawyers, however, may find it necessary to undertake additional legal training in order to qualify in Canada.

Additional information concerning the practice of law in Canada may be obtained from the Secretary-Treasurer of the Canadian Bar Association, Mr. Ronald C. Merriam, 88 Metcalfe Street, Ottawa, Ontario.

## Nurses

General hospitals in Canada usually employ only nurses who are registered with the provincial registered nurses' associations. In the provinces of Quebec, Prince Edward Island and Newfoundland, a person is not permitted to practise as a nurse without being registered and without having obtained a licence from the province. In the other provinces of Canada, a person (male or female) may practise as a *nurse* but not as a *registered nurse*, unless holding the qualifications required for registration. It is customary for nurses to work towards registration at a slightly lesser rate of salary until they qualify.

A nurse planning emigration to Canada should, therefore, first find out whether or not she is eligible to qualify for registration in the province in which she intends to practise. For nurses from the United Kingdom, the qualifications required usually include current state registration and the possession of Part 1 of the Central Midwifery Board Certificate. Among the requirements for nurses from other countries are graduation from a recognized school of nursing after sound training in general nursing, including an accepted course in midwifery or obstetrics; current registration with an established nurses' association, if one exists in the country in which the nurse received her training; and a working knowledge of English or French.

Additional information may be obtained from the Canadian Nurses' Association, 270 Laurier Avenue West, Ottawa, Ontario.

## Optometrists

To practise optometry in Canada it is necessary to have a licence granted by a provincial association of optometrists. For newcomers the requirements include proof of training comparable to that of graduate optometrists in Canada. Further information may be obtained from the Canadian Association of Optometrists, 32 Front Street, Toronto, Ontario.



The provinces of Quebec and British Columbia have special, somewhat more difficult, requirements. A newcomer planning to practise in these provinces should make enquiries from the association of optometrists of the province concerned, or from the Canadian Association mentioned above.

### **Pharmacists**

A pharmacist coming to Canada will have to meet the academic and practical training requirements of, and pass the examinations approved by, the Pharmaceutical Council of the province from which he expects to obtain a licence to practise. Enquiries may be addressed to the Canadian Pharmaceutical Association, Inc., 221 Victoria St., Toronto 1, Ontario, or to the Pharmaceutical Council of the province concerned.

### **Physicians and Surgeons**

The registration of medical practitioners is a provincial rather than a national responsibility and every province has a medical council authorized to decide upon the suitability of candidates for such registration. Some of the councils have power to accept without examination certain classes of candidate qualified in Great Britain, but otherwise examinations are ordinarily imposed. The provincial medical councils may hold the examinations themselves, but for the most part they employ the Medical Council of Canada, 77 Metcalfe St., Ottawa, to do so.

In order to obtain the "enabling certificate" offering admission to the examinations of the Medical Council of Canada, the candidate must fulfil the requirements of the provincial medical council, which in some cases may include further study, or hospital service, or examination in the basic medical subjects such as anatomy, physiology, biochemistry, pathology, bacteriology, and pharmacology. The examinations may be taken in either English or French. The Council qualification renders the holder eligible for registration by the provincial medical council which furnished his enabling certificate although not necessarily by the others, unless he meets their own standards of suitability. The Province of Quebec requires Canadian citizenship before granting registration.

### **Physiotherapists**

Several Canadian provinces have laws governing the practice and licensing of physiotherapists. Since these laws vary from province to province, immigrant physiotherapists who wish to practise in Canada should apply to the Canadian Physiotherapy Association, care of the University of Toronto, for further information.



Graduate technicians, working in the Hospital for Sick Children, read blood counts in the laboratory of the haematology department. The tests are part of the constant series carried out for the child leukemia patients.

*Photo, Globe and Mail for Department of Citizenship and Immigration.*

### **Scientists (pure and natural sciences)**

Professional persons who have specialized in sciences which make up the pure and natural science group (such as chemistry, physics, mathematics, or biology) do not usually have to obtain special licences or join professional organizations before practising. Applicants, whether newcomers to Canada or Canadian citizens, are hired, when jobs are available, on the basis of their academic qualifications, work experience, demonstrated ability and other personal characteristics.

### **Teachers**

Qualifications required for teaching in Canada vary from one province to another. Teachers trained outside Canada must, therefore, refer their qualifications to the registrar of the department of education of the province in which they seek employment. The provincial registrar is also in a position to provide information on opportunities for employment within his province, although the actual hiring of teachers is done by local school boards in cities,

towns or municipalities. The job vacancies are usually advertised in the local newspapers during the spring, and enquiries regarding jobs should be made at that time. Once the teaching jobs are filled for the fall season a teacher may have to wait another year before securing employment.

To teach in elementary schools a teacher is usually required to have had four or five years of secondary schooling (depending on the province), and, in addition, a year at a recognized teachers' training school or college. A teaching certificate is issued by the provincial department of education upon proof of adequate qualifications.

Requirements for teaching in a secondary school usually include university graduation with a bachelor of education degree or a degree in some other specialization with at least an additional year at a teachers' college.

Teachers at the university or college level are not normally required to have a teacher's certificate. They are directly hired by the university or college on the basis of their ability, education, and experience. Fluent knowledge of English, or French if the teacher wishes to work in French-language universities, is of course essential.

Additional information regarding the teaching profession may be obtained by writing to the Canadian Teachers' Federation, 444 MacLaren Street, Ottawa, Ontario.

### **Veterinarians**

Veterinarians must be graduates in veterinary science from an accredited university, and must become members of the veterinary association of the province in which they wish to practise.

A newcomer wishing to practise veterinary medicine must submit his qualifications to the Committee on Education of the Canadian Veterinary Medical Association, the national headquarters of the various provincial veterinarians' associations. A veterinarian whose qualifications are not approved by the Committee may be asked to write an examination or to attend a Canadian veterinary college for additional training.

Enquiries may be addressed to the secretaries of the various provincial veterinarians' associations or to the Canadian Veterinary Medical Association, P.O. Box 416, Ottawa 2, Ontario.

## **Persons in Business for Themselves**

A large number of people in Canada are in business for themselves, their occupations varying widely and their enterprises ranging from the one-man business to the large corporation.



Many of them are professional people, skilled tradesmen and others who provide a service, *e.g.*, business consultants, financial advisors, real estate salesmen, painters, stonemasons, electricians, plumbers, barbers. Farm operators nearly always own their farm in Canada and many retail stores and small manufacturing establishments are owned and operated by individuals.

Persons planning to start their own business need an adequate amount of capital and would profit by establishing a good credit rating with a bank or other lending agency.



Madame Gabrielle Maximioff, who with her husband came to Canada from France in 1955, makes and sells hats in her own salon at Granby, Quebec.

*Photo, Roger Roy, Granby, for Department of Citizenship and Immigration.*

Information regarding the setting up of a business may be obtained from the municipal clerk of the city or town in which the prospective businessman wishes to establish himself, or from the National Employment Service, the Department of Citizenship and Immigration, the provincial government industrial development departments, the banks, or the local boards of trade. In some localities, a licence is required before a new business can be established. The city clerk or the local National Employment Service office and the local immigration office can usually provide the necessary information regarding licences.

Representatives of the federal Department of Trade and Commerce abroad and in Ottawa will provide information on markets and production, and various trade and industrial associations, such as the Canadian Manufacturers' Association, will provide information on request. Lists of these associations and their addresses, as well as the addresses of government departments, may be found in the *Canadian Almanac*, available at Canadian immigration offices, Canadian embassies, or Canadian consulates.

### **Financing a Business**

Borrowing for business purposes is well organized in Canada and businessmen obtain funds from several sources according to the purposes for which they intend to use them.

Firms requiring a large amount of capital with which to purchase fixed assets such as land, buildings and equipment, customarily issue bonds which are secured by mortgages on the plant and property purchased and the bonds are sold to shareholders. These loans are arranged to cover a fairly long period of time. Small businesses of certain kinds may apply for a loan on fixed assets to the Industrial Development Bank, the address of which may be obtained from the federal Department of Trade and Commerce in Ottawa.

Everyday working capital for wages and materials is usually secured from chartered banks on a shorter-term basis, usually one year or less.

The nine chartered banks of Canada are the primary source of short-term loans, their loans usually being for less than a year. Regulated by the government-owned Bank of Canada, the chartered banks provide a safe and convenient service for depositors and borrowers. The branch banks are located throughout the country, one branch for every 3,400 Canadians, providing a greater service to the public than that obtained in any other nation. Rates of interest change from time to time but bank rates are currently about 6 per cent, varying slightly according to the type of security offered.

In addition to the chartered banks there are other types of saving banks in Canada: trust and loan companies; the government Post Office Savings Bank; provincial savings banks and credit unions. Credit unions and finance companies usually handle more personal loans than business loans.

### III

#### WAGES, SALARIES, AND EARNINGS

Wages, salaries and earnings in Canada are discussed in this chapter, both for workers generally and for professional people. The general level of earnings of plant workers in manufacturing, Canada's largest industry group, is discussed and information is provided on the prices of selected goods and services so that earnings can be judged in relation to the cost of living. Data on prevailing wage rates for a number of specific occupations and on earnings of professional workers are also given.

#### Earnings and the Cost of Living

The wages and salaries of Canadian workers appear high when compared with those received in most other countries. For example, in December 1958, average weekly earnings of workers in nine leading non-farm industries in Canada were \$71.56. At the rates of exchange then prevailing, this would amount to £26/9/4 in the United Kingdom, 31,113 francs in France, 310 DM in Germany, 279 florins in the Netherlands, and \$74.04 in the United States.

These comparisons can be quite misleading, however, because the prices of consumer goods and services in Canada are considerably different from those of other countries. Table 8 lists a few selected consumer goods and services, with their Canadian price, and the equivalent of that price at prevailing rates of exchange for a number of countries. The prospective immigrant to Canada should compare these prices with those for the same goods and services in the country or locality where he now lives to form some impression of the relative levels of the cost of living.

The cost of living in Canada, as measured by the consumer price index, has risen fairly steadily since the end of the Second World War. At the same time, however, earnings of Canadians have also risen, and at a faster rate than the cost of living. This fact is revealed in Chart 3 which compares for the years 1949 to 1958 the consumer price index, the average weekly earnings in the nine leading industries in Canada, and the real earnings of workers in these industries. Real earnings have been calculated by dividing the average weekly earnings by the corresponding consumer price index in an effort to take into account the increased prices Canadians have had to pay for their goods and services.



**Table 8—Retail Price Averages for Urban Canada, Expressed in Canadian and United Kingdom Currencies, and Time Required to Earn Each Item, December 1958**

	<i>Canadian (Dollars)</i>	<i>United Kingdom (£)<sup>1</sup></i>	<i>Time Required to Earn Each Item<sup>2</sup></i>
Beef, round steak, pound.....	.94	6/11	31 minutes
Beef, hamburger, pound.....	.50	3/10	17 "
Bacon, side, half pound.....	.44	3/4	15 "
Sausage, pure pork, pound.....	.58	4/4	19 "
Milk, fresh, quart.....	.23	1/10	8 "
Butter, creamery, first grade, pound.....	.70	5/2	23 "
Bread, plain white, pound.....	.15	1/2	5 "
Flour, all-purpose, pound.....	.08	-/9	3 "
Cheese, plain, processed, package.....	.36	2/9	12 "
Shortening, pound.....	.33	2/6	11 "
Eggs, grade A large, dozen.....	.57	4/3	19 "
Sugar, granulated, pound.....	.10	-/11	3 "
Tea, black, half pound.....	.60	4/6	20 "
Coffee, medium quality, pound.....	.83	6/2	28 "
Potatoes, No. 1, 10 pounds.....	.40	3/-	13 "
Tomatoes, choice, canned.....	.27	2/-	9 "
Toilet soap, bar.....	.11	-/11	4 "
Gasoline, grade 2, gallon.....	.19	1/6	6 "
Man's haircut.....	1.01	7/7	34 "
Theatre admission, adult.....	.80	6/-	27 "
Street car or bus fare.....	.13	1/-	4 "
Radio, table model.....	27.98	10/6/7	15½ hours
Man's suit, all wool worsted.....	58.87	21/13/10	32¾ hours
Gasoline, grade 2, gallon.....	.44	3/4	15 minutes
Dry cleaning, man's suit.....	1.27	9/6	42 "
Dry cleaning, woman's dress.....	1.27	9/6	42 "
Laundry, man's shirt.....	.24	1/10	8 "
Laundry, cotton sheet.....	.17	1/4	6 "
Newspapers, weekly.....	.39	2/11	13 "
Beer, one dozen pints.....	2.16	16/-	1 hour 12 minutes
Coal, anthracite, ton.....	28.32	10/9/-	15¾ hours
Cigarettes, package of 20.....	.35	2/8	12 minutes
Canadian car, low-priced.....	2,810.00	1,037/3/-	39 weeks 11 hours
Household help, per hour.....	.85	6/4	28 minutes
Telephone, individual line.....	4.60	1/14/-	2½ hours
Telephone, 2-party line.....	3.86	1/8/7	2 hours
Taxi, first mile.....	.63	4/9	21 minutes

SOURCE: Prices, Dominion Bureau of Statistics. Currencies, Bank of Canada.

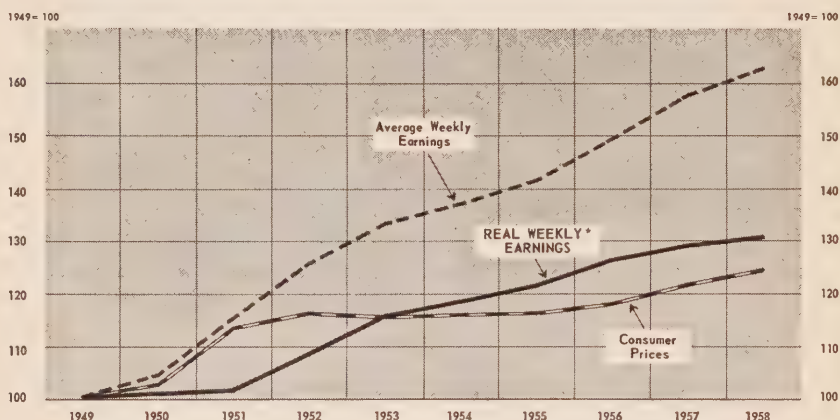
<sup>1</sup> Rate of exchange December 3, 1958: One pound equals \$2.709375.

<sup>2</sup> Time required is based on the average weekly earnings figure of \$71.56 per week (equivalent to \$1.79 per hour) taken from *Employment and Payrolls*, December 1958. This figure refers to non-farm establishments employing 15 and more employees.

Higher earnings in Canada during the last few years have meant an improved standard of living; Canadians are able to purchase more goods with their earnings. This is reflected in considerable increases in the sales of consumer goods of all kinds.

Chart 3

### REAL WEEKLY EARNINGS IN NINE LEADING INDUSTRIES CANADA, 1949-1958



\* Index of money earnings divided by consumer price index 1949=100.

Source: Dominion Bureau of Statistics and Economics and Research Branch, Department of Labour.

## Wage Rates for Selected Occupations

The wage rates shown in Table 9 represent the rates of pay per hour, per week, per month, or per year for workers below the supervisory level, as estimated from the Survey of Wage Rates and Hours of Labour conducted annually by the Economics and Research Branch of the Department of Labour.

The figures for wage rates are in each case median averages of many different individual rates. For some occupations the range of rates is quite wide.

There is usually a range of rates being paid for virtually the same type of work. It is important for newcomers to Canada to realize this because they may find it necessary to work for wages near the bottom of the range until they have become familiar with Canadian work methods, industrial techniques, customs and the language.

The wage rates paid vary according to the worker's degree of skill and the industry he is in. His location will also affect his wages, for market

demands, both for the employees' services and for the products produced, vary from one part of the country to another. Average hourly wage rates are usually highest in British Columbia and in the more heavily industrialized areas of Ontario.

Some industries have higher wage rates than others for most of the occupations in which they employ workers. Wages are usually above average in construction, mining, West Coast logging, and some branches of manufacturing, such as heavy electrical apparatus, iron and steel, petroleum, pulp and paper, and transportation equipment. On the other hand, wage rates are often below average for many occupations in agriculture and trade, and in hotels, restaurants, hospitals and laundries. Within manufacturing, wage rates in food products and textiles are generally lower than the average for manufacturing as a whole.

Usually higher levels of wages are paid for occupations involving a high degree of skill or for work that is dangerous or unpleasant. However, where incentive bonus or piece-work plans are in effect, semi-skilled workers may sometimes earn more than skilled workers, although their wage rates may be lower.

Further information on average wage rates may be obtained by consulting the bulletin *Wage Rates and Hours of Labour in Canada*, published by the Economics and Research Branch, Department of Labour, Ottawa, and available at Canadian immigration offices abroad.

Minimum wage rates for various occupations are stipulated by provincial and federal government legislation. Not all provinces have minimum wage laws; there are no legally established minimum wage rates in Prince Edward Island, or for men in Ontario and Nova Scotia, and none for men in New Brunswick except in the canning industry. Full information on minimum wages is contained in the federal Department of Labour's booklet *Provincial Labour Legislation*, which sets out the minimum wage rates in the various provinces for experienced and for inexperienced workers, and the minimum overtime rates.

Minimum wage rates are usually set at very low levels and have greatest practical application among female employees in the trade and service industries, particularly in small communities. Most workers in Canada receive wages that are much higher than the legal minima.

It is important to emphasize that immigrants must be prepared to work for wages at or near the starting level in their area until they become familiar with Canadian work methods, industrial techniques, customs and language. The rates shown in Table 9 are averages with the result that they are higher than the usual starting wage.



**Table 9—Wage Rates in Selected Occupations in Canada October, 1958**

NOTE: It must be stressed that these figures represent averages within a wide range of rates. All rates not otherwise specified are hourly ones.

	<i>Average</i>
Agricultural workers, male	
with board, per month.....	\$120.00
without board, per month.....	154.00
with board, per day.....	6.00
without board, per day.....	7.60
Aircraft engine mechanics (aircraft and parts).....	1.92
Cabinet makers, millwork (sash and door and planing mills).....	1.50
Clerk, junior, female, per week	
Halifax.....	34.14
Montreal.....	43.24
Toronto.....	47.00
Winnipeg.....	36.66
Vancouver.....	42.91
Clerk, senior, female, per week	
Montreal.....	69.09
Toronto.....	67.37
Winnipeg.....	57.37
Vancouver.....	66.81
Construction (building and structures only)	
Carpenter	
Halifax.....	1.90½
Montreal.....	2.10
Hamilton.....	2.50
Toronto.....	2.50
Windsor.....	2.50
Winnipeg.....	2.30
Calgary.....	2.35
Vancouver.....	2.68
Electrician	
Halifax.....	2.01
Montreal.....	2.20
Hamilton.....	2.85
Toronto.....	3.00
Windsor.....	2.60
Winnipeg.....	2.55
Calgary.....	2.55
Vancouver.....	3.10
Painter and glazier (brush)	
Halifax.....	\$ 1.60
Montreal.....	2.00
Hamilton.....	2.05
Toronto.....	2.27
Windsor.....	1.93
Winnipeg.....	2.00
Calgary.....	2.05
Vancouver.....	2.60

	<i>Average</i>
Plasterer	
Halifax.....	1.98
Montreal.....	2.35
Hamilton.....	2.60
Toronto.....	2.80
Windsor.....	2.53
Winnipeg.....	2.50
Calgary.....	2.45
Vancouver.....	2.50
Cranemen, primary iron and steel	
non production.....	2.24
Domestic help (December, 1958).....	.85
Key punch operator, female, per week	
Montreal.....	51.07
Toronto.....	55.56
Winnipeg.....	49.07
Vancouver.....	49.63
Millwrights	
agricultural implements.....	2.00
aircraft and parts.....	2.16
motor vehicles.....	2.20
primary iron and steel.....	2.39
Miners, coal, contract per day.....	19.26
gold, per hour.....	1.84 <sup>(1)</sup>
iron, per hour.....	2.45 <sup>(2)</sup>
metal mining, per hour (excluding gold and iron).....	2.06 <sup>2</sup>
Motor mechanics, truck transportation	
Montreal.....	\$ 1.56
Hamilton.....	1.76
Toronto.....	1.79
Windsor.....	1.79
Winnipeg.....	1.58
Calgary.....	1.92
Vancouver.....	2.13
Moulder, bench (brass and copper products).....	1.80
Pattermakers, metal or wood	
agricultural implements.....	2.19
brass and copper products.....	2.02
iron castings.....	2.06
Sectionmen, other than classified yard (railways).....	1.32-1.39
Shoemakers, rubber footwear.....	1.47

<sup>1</sup> Straight-time earnings and production bonus.

<sup>2</sup> Time work.

	<i>Average</i>
Stenographer, junior, female, per week	
Halifax.....	40.98
Montreal.....	52.74
Toronto.....	54.25
Winnipeg.....	42.96
Vancouver.....	49.86
Stenographer, senior, female, per week	
Halifax.....	47.19
Montreal.....	61.76
Toronto.....	60.73
Winnipeg.....	51.61
Vancouver.....	59.11
Tool and die makers	
agricultural implements.....	2.18
aircraft and parts.....	2.23
brass and copper products.....	2.02
heavy electrical machinery and equipment.....	2.26
radio, television and other electronic equipment.....	2.20
motor vehicles.....	2.36
Typist, junior, female, per week	
Halifax.....	36.24
Montreal.....	46.02
Toronto.....	46.72
Winnipeg.....	38.26
Vancouver.....	44.14
Typist, senior, female, per week	
Montreal.....	53.98
Toronto.....	53.85
Winnipeg.....	46.23
Vancouver.....	52.30
Welders	
agricultural implements.....	1.73
aircraft and parts.....	1.94
motor vehicles.....	2.03
primary iron and steel.....	2.42

SOURCE: *Wage Rates and Hours of Labour, 1958*, Economics and Research Branch, Department of Labour, Canada.

## Earnings by Industry and Province

A worker's earnings depend on his wage rate or salary, plus bonuses, and on the actual number of hours he works per week. They may be increased by the amount of time he works at premium rates for overtime, off-shift, or statutory holidays.

When comparing the average earnings of workers in different industries, however, it must be remembered that some industries employ a larger proportion of skilled workers than others. Differences between industries in average earnings, therefore, do not necessarily mean that wage rates for the same occupations are higher in one case than in the other.



Weekly earnings are highest, on the average, in the following industries: the manufacture of products of petroleum and coal and of paper products, in public utility operation, and in the manufacture of non-ferrous metal products, of chemical products, transportation equipment, and of iron and steel products. More details of these and other groups are shown in Table 10.

**Table 10—Average Weekly Earnings in Canada, by Industry, December 1, 1958**

<i>Industry</i>	<i>Average December 1, 1958</i>
Forestry (chiefly logging).....	\$ 75.36
.....	89.48
.....	74.08
Food and beverages.....	66.37
Tobacco and tobacco products.....	69.91
Rubber products.....	74.98
Leather products.....	50.62
.....	59.88
..... (textile and fur).....	46.58
Wood products.....	64.62
Paper products.....	87.04
Printing, publishing and allied industries.....	79.56
Iron and steel products.....	82.50
Transportation equipment.....	83.62
Non-ferrous metal products.....	85.16
Electrical apparatus and supplies.....	79.63
Non-metallic mineral products.....	78.53
Products of petroleum and coal.....	105.91
Chemical products.....	84.79
Miscellaneous manufacturing industries.....	66.34
Construction.....	74.70
Transportation, storage and communication.....	77.11
Public utility operation.....	86.29
Trade.....	60.05
Finance, insurance and real estate.....	67.12
Service.....	49.26
Industrial composite.....	71.56

SOURCE: *Employment and Payrolls*, December 1958, p. 18, Dominion Bureau of Statistics.

In addition to the differences in average weekly earnings between industries, there are differences in average earnings between provinces.

**Table 11—Average Weekly Earnings in Canada, by Province, December 1, 1958**

Newfoundland.....	\$62.69	Ontario.....	\$74.25
Prince Edward Island.....	48.70	Manitoba.....	67.65
Nova Scotia.....	59.18	Saskatchewan.....	68.14
New Brunswick.....	58.27	Alberta.....	74.16
Quebec.....	68.92	British Columbia.....	78.35

SOURCE: *Employment and Payrolls*, December 1958, p. 20, Dominion Bureau of Statistics.

Lower wages in some districts may be associated with lower living costs, although this is not always the case.



New cars pass along “final O.K.” line where they are given a thorough inspection for possible defects before being shipped from the factory to dealers all over Canada.

*Photo, Chrysler Company of Canada for Department of Citizenship and Immigration.*

## Salaries of Professional Workers

The qualifications for professional work were described in the section on professional occupations in Chapter II. The present chapter discusses their earnings.

The salaries and earnings of professional people in Canada differ greatly according to experience, profession, place of work and many other factors.

Salaries for a number of professional occupations are shown in Table 12. These were starting salaries for new university graduates offered by employers with registered job vacancies at National Employment Service offices in February 1959.

Table 12—Starting Salaries Offered by Employers in Canada for Selected Professions, February 1959

<i>University Specialization</i>	<i>Monthly Median Salary Offered</i>
Agriculture.....	\$ 325
Architecture.....	400
Arts (general).....	300
Bacteriology.....	350
Biology.....	350
Business administration.....	325
Chemistry.....	350
Commerce.....	325
Commerce (graduate to "article" for chartered accountant).....	225
Education (according to Canadian Teachers' Federation).....	350
Engineering.....	400
Chemical.....	400
Civil.....	400
Electrical.....	400
Business.....	400
Physics.....	400
Geological.....	415
Mechanical.....	400
Metallurgical.....	415
Mining.....	415
Petroleum.....	415
Forestry.....	400
Geology.....	415
Nursing.....	250
Mathematics and Physics.....	375
Mathematics.....	375
Pharmacy.....	375
Physics.....	400
Science.....	300
Social work (female).....	315
Social work (male).....	335
Therapy.....	250

SOURCE: National Employment Service.



In 1958 hospital nurses' salaries ranged from \$175 to \$275 per month, and those of nurses in private homes from \$8 to \$17 per day, according to the Canadian Nurses' Association, Ottawa.

The salaries of elementary school teachers in 1958-59 ranged from a median of \$2,400 per year to \$3,900, depending to a large extent on their qualifications and experience and whether they were employed in metropolitan areas or in rural districts; those of high school teachers ranged from a median of \$3,600 per year to \$6,000, according to the Canadian Teachers' Federation, Ottawa.

Earnings of professionals in business for themselves also varied widely. Statistics published by the Department of National Revenue in 1958<sup>1</sup> show that in 1957 a dentist in business for himself might have been earning about \$10,234, a lawyer about \$13,244, a physician \$13,978, a consulting engineer about \$14,581 and an accountant \$10,879.

It should be emphasized that these earnings are averages and that many persons in these professions are earning more or less than the figures shown.

### **Tax and Other Deductions from Earnings**

Usually when a worker receives his pay by cheque or cash from his employer, the amount he receives is not the full value of his earnings but is the sum left after certain deductions. These deductions are made by the employer and thus are said to be made "at source". They represent instalment payments on behalf of income tax, unemployment insurance, or for hospital and medical insurance, pension plans, union fees or other purposes.

Only two of the deductions are compulsory for all Canada: the personal income tax and unemployment insurance payments. Of these the income tax payment is usually the larger, and is discussed below. Other deductions, such as those for union dues or pension plan payments are compulsory only in certain industries or firms. In addition, some types of deductions are on an entirely voluntary basis. For instance, a firm may have a life insurance plan which an employee may join if he wishes; if he joins he will probably instruct the pay office of his firm to make a regular deduction from his pay cheque for this purpose. Deductions from earnings are frequently referred to as "on the check-off". Thus there may be in a firm a check-off plan for the payment of union dues, or a check-off plan for credit union members to make regular deposits by having a deduction made from earnings.

The newcomer to Canada will be concerned mainly with how to recognize various taxes, and with what to do about tax payments where a decision on his part is involved.

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<sup>1</sup> *Taxation Statistics, 1958*, Department of National Revenue, Canada.

The three major kinds of taxes affecting individuals in Canada are: the personal income tax, which is levied by the federal government; sales taxes on various commodities, which are levied by the federal, provincial or municipal governments; and a property tax levied by the municipality on home-owners.

The personal income tax is the most important tax affecting the average Canadian. A person is not taxed on the full amount of his income but only on that part of his income which is classed as "taxable income". As at January 1, 1959, the deductions that may be made from total income to arrive at the amount of taxable income include a basic exemption of \$1,000 for everyone and, in the case of a married person whose spouse does not have income in excess of \$250, an additional \$1,000 exemption. Persons over 65 years of age are entitled to a further exemption of \$500. An exemption of \$100 is allowed for each child qualified for family allowance (see Chapter VIII) and \$500 for each child not qualified for the allowance. Various exemptions are also allowed for dependants other than children. In addition, there is a minimum deduction of \$100 in respect of medical expenses, charitable contributions and union dues.

The income tax levied includes an Old Age Security Tax (see Chapter VIII). Examples of the income tax at different levels of income are shown in Table 13.

**Table 13—Personal Income Tax at Different Levels, Canada, January 1959  
(Including Old Age Security Tax)**

<i>Married Taxpayer with Two Dependent Children Qualified for Family Allowance</i>		<i>Married Taxpayer with Two Dependent Children not Qualified for Family Allowance</i>		<i>Single Taxpayer with no Dependents</i>	
<i>Gross Income</i>	<i>Tax</i>	<i>Gross Income</i>	<i>Tax</i>	<i>Gross Income</i>	<i>Tax</i>
				\$1,100 .....	\$Nil
				1,500 .....	52
				2,000 .....	117
				2,500 .....	194
				3,000 .....	274
2,600 .....	\$Nil	\$3,100 .....	\$Nil		
2,800 .....	26	3,500 .....	52		
3,000 .....	52	4,000 .....	117	4,000 .....	461
3,500 .....	117	4,500 .....	194		
4,000 .....	194	5,000 .....	274	5,000 .....	633
4,500 .....	274	5,500 .....	366		
5,000 .....	366	6,000 .....	461		
		7,500 .....	730	7,500 .....	1,146
7,500 .....	830				

For most workers, income tax is deducted regularly from wages or salaries and forwarded directly to the Department of National Revenue by the employer. At the end of the year, each taxpayer must obtain from his employer a slip showing the amount he earned during the year and the amount of tax that has already been paid on his behalf. On the basis of this information, the taxpayer must complete an Income Tax Return and send it to the Department of National Revenue, together with payment of any amount of tax still due. If the amount of tax deducted during the year is greater than the amount of tax payable for the year a refund will be issued after the Income Tax Return has been filed. The Income Tax forms are available from any Post Office but in the case of large establishments, the employer usually obtains forms for all his staff and distributes them to his employees early in the year when he distributes the slips showing the earnings and the tax deducted.



## IV

### WORKING CONDITIONS

Working conditions, in the broadest sense of the term, refers to all the attributes of a given job, *i.e.*, wages; hours of work; such fringe benefits as pension, hospital-medical and life insurance plans; and employer-employee relations. In this booklet, wages and wage rates are discussed in Chapter III. The present chapter deals with other aspects of working conditions, concentrating in particular on hours of work, holidays with pay and a number of fringe benefits. Labour unions are also discussed.

A large proportion of the workers in Canada work a five-day, 40-hour week. In manufacturing, the largest of the major industries in Canada, 88 per cent of the non-office employees and 93 per cent of the office employees are working a five-day week in April 1958 (the latest date for which statistics are available). For most non-office employees in manufacturing, the standard work week is 40 hours or less and for most office employees, 37½ hours or less. The five-day, 40-hour week is most common in the highly industrialized provinces of Ontario, Quebec and British Columbia, especially in the larger cities.

A standard work week of five eight-hour days is also generally in effect in such industries as urban passenger transportation and public utility operations.

The granting of at least one week's vacation with pay is required by law in nearly all Canadian provinces<sup>1</sup> and in all federal government works and undertakings. In practice, many workers enjoy longer paid vacation periods; a large proportion become eligible for two weeks' paid vacation after periods of service ranging from one to five years.

Most workers in Canada enjoy several paid statutory holidays. In manufacturing industries, about four-fifths of the non-office employees are granted at least eight paid statutory holidays and about 70 per cent of the office employees the same number. In the wholesale and retail trade, most employees enjoy at least eight paid statutory holidays. Public holidays, for which paid leave is usually granted, are the subject of provincial legislation in Alberta, British Columbia, Manitoba, Saskatchewan, Nova Scotia and Newfoundland.

An uninterrupted weekly rest period of at least 24 hours is required by law in all provinces except Prince Edward Island and Newfoundland although the manner in which the laws are enforced may vary from one province to another.

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<sup>1</sup> *Provincial Labour Standards*, October 1958, Department of Labour, Canada.

Overtime pay for work in excess of normal hours is usually at the rate of time and one-half and legislation in some provinces guarantees this for work in factories, shops, offices, hotels and restaurants. Work on Sundays or holidays is sometimes paid for at double the usual rate.

A weekly pay day is most common in manufacturing, construction and the retail trade. Payment once every two weeks or twice monthly is more common in some other industries.

Equal pay laws, which require that women be paid at the same rate as men if they are performing essentially the same work in the same establishment, are in force in British Columbia, Alberta, Manitoba, Saskatchewan, Ontario and Nova Scotia, and for federal government employees, and works, undertakings or establishments under federal legislative authority.

Fair employment practice acts are in effect in British Columbia, Manitoba, Saskatchewan, Ontario, Nova Scotia, New Brunswick, and for all employees under federal government jurisdiction, ensuring that there shall be no discrimination by employers in employing workers or by trade unions in admitting members, because of race, colour, religion, or national origin.

Regulations on such matters as safety and health are laid down by the provinces, which are responsible also for inspection of work places and for the enforcement of the measures laid down by law. Each province has a factory act and usually also a health act requiring that places of work be maintained at certain standards.

Workers in most industries are protected by workmen's compensation legislation, providing for payments to workers who suffer an accident on the job or who contract an industrial disease (see Chapter VII). Laws guaranteeing civil rights are also in force in various provinces (see Chapter VI).

It should also be noted that actual working conditions are usually well above the minimum standards laid down in the legislation mentioned above.

In many of the establishments where actual working conditions exceed the minimum standards stipulated by law, the benefits are provided for through a collective agreement negotiated between the employer and the union. Among the employee benefits often covered in collective agreements are group hospital plans, pension plans and life insurance schemes.

Group hospital-medical plans of varying kinds are in effect in most manufacturing establishments of any size. Usually part of the cost of the plan is paid by the employer; in fact, in a few establishments, the entire cost of the plan is paid by the employer. There are also some cases in which the employees carry the plan themselves without assistance from the employer.

Table 14 shows the proportion of workers in manufacturing establishments enjoying various conditions of employment, as reported in the Survey of Working Conditions conducted by the Economics and Research Branch of the federal Department of Labour.

**Table 14—Summary of Working Conditions in Canadian Manufacturing Establishments, April 1958**

NOTE: All percentages denote the proportion of total employees in establishments reporting specific items in the Survey of Working Conditions of the Department of Labour.

<i>Percentage of Non-Office Employees</i>		<i>Percentage of Office Employees</i>	
<i>Standard Weekly Hours</i>		<i>Standard Weekly Hours</i>	
40 and under.....	70.1	35 and under.....	15.7
Over 40 and under 44.....	9.3	Over 35 and under 37½.....	10.0
44.....	4.2	37½.....	41.2
45.....	7.5	Over 37½ and under 40.....	9.8
Over 45 and under 48.....	1.7	40.....	18.8
48.....	4.1	Over 40.....	4.5
48.....	3.1	Employees on a 5-day week.....	93.1
Employees on a 5-day week.....	88.3		
<i>Vacations with Pay</i>		<i>Vacations with Pay</i>	
Two weeks with pay.....	95.3	Two weeks with pay.....	98.7
After: 1 year or less.....	22.9	After: 1 year or less.....	89.3
2 years.....	13.8	2 years.....	5.8
3 years.....	28.3	3 years.....	1.1
5 years.....	27.8	5 years.....	1.4
Other.....	2.5	Other.....	1.1
Three weeks with pay.....	72.6	Three weeks with pay.....	81.9
After: Less than 10 years.....	3.6	After: Less than 10 years.....	4.4
10 years.....	7.8	10 years.....	16.1
11-14 years.....	3.6	11-14 years.....	4.3
15 years.....	50.8	15 years.....	51.6
20 years.....	4.0	20 years.....	3.3
Other.....	2.7	Other.....	2.2
Four weeks with pay.....	15.6	Four weeks with pay.....	20.4
After: 25 years.....	11.8	After: 25 years.....	14.1
Other.....	3.8	Other periods.....	6.3
<i>Paid Statutory Holidays</i>		<i>Paid Statutory Holidays</i>	
1 to 5.....	96.7	1 to 6.....	98.3
6.....	9.5	7.....	4.5
7.....	6.2	8.....	8.7
8.....	11.2	9.....	58.1
9.....	52.2	More than 9.....	22.0
More than 9.....	14.4		5.0
More than 9.....	3.2		
<i>Pension and Insurance Plans</i>		<i>Pension and Insurance Plans</i>	
Pension plans.....	69.3	Pension plans.....	82.6
Group life insurance.....	89.6	Group life insurance.....	93.6
Wage loss insurance.....	81.5	Wage loss insurance.....	62.5
<i>Group Hospital-Medical Plans</i>		<i>Group Hospital-Medical Plans</i>	
Hospitalization.....	88.4	Hospitalization.....	92.1
Surgical benefits.....	89.7	Surgical benefits.....	93.1
Physicians' services in hospital.....	78.6	Physicians' services in hospital.....	83.9
Physicians' home and office calls.....	51.9	Physicians' home and office calls.....	56.1

SOURCE: Survey of Working Conditions, April 1958, Economics and Research Branch, Department of Labour, Canada.

Pension plans are available to about two-thirds and group life insurance plans to about nine-tenths of the employees in manufacturing.



Other industries in which these voluntary plans are fairly common are public utilities, mining, trade and transportation. They are also found, but to a lesser extent, in the service group of industries, which includes laundries, hotels and restaurants.

### Labour Unions

Union membership is not compulsory in Canada but the right of workers to join labour unions is protected by law.

The types of workers who comprise the membership of various unions in Canada differ considerably from one union to another. Although the distinctions are no longer very rigid, the membership of some unions is still mainly composed of skilled tradesmen in specific occupations or crafts (*e.g.*, lithographers, bookbinders), while in others membership includes all workers below the supervisory level in a specified industrial establishment or plant (*e.g.*, automobile workers, textile workers). Craft unions, as the former are called, are usually confined to occupations in which a considerable period of apprenticeship training is required. Industrial unions, the latter type, are most common in mass production industries which employ large numbers of semi-skilled and unskilled workers.



Annual convention of the Canadian Labour Congress, held in 1958 in Winnipeg, Manitoba.

*Photo, Portugal and Ayres, Photographers, Winnipeg, for Canadian Labour Congress.*

In recent years, many unions whose membership was formerly on an occupational or craft basis have begun to organize all workers in certain plants or industrial establishments. For example, the United Brotherhood of Carpenters and Joiners of America will accept in its membership carpenters and joiners regardless of where they are employed as well as all workers in lumber and sawmill operations.

The law provides for the designation of specific unions as bargaining agents for workers concerned. In industries or establishments where such unions are certified, the employer is required to bargain collectively with them.

The terms of agreement in negotiations between the employer and the union are set down in a collective agreement which becomes binding on both parties for periods usually varying from one to five years. While the agreement is in force, strikes are prohibited and a procedure is set out for dealing with grievances that may arise.

A number of the collective agreements contain union security provisions. Some provide for a "closed shop", a form of union security agreement under which the employer agrees to hire and retain in employment only members of the recognized union. This type of provision is most likely to be found in establishments with craft unions. More common is the "union shop" agreement whereby the employer may hire whom he pleases but the new employee is required to join the recognized union within a specified time after beginning work.

The main function of the union is to promote improvement in the wages and working conditions of its members through negotiating collective agreements with employers. In addition, however, some provide additional services to their members. A number have set up educational and recreational programs and some have established pension and health insurance plans of their own.

Practically all the collective agreements between unions and employers in Canada contain provisions outlining grievance procedures. These provisions may apply to all differences arising during the life of the agreement or only to matters specifically covered in the agreement itself.

Unions have attracted into their membership almost one-third of Canada's nonagricultural paid workers. These are grouped in about 175 unions, some of which are affiliated members of the Canadian Labour Congress or of the Canadian and Catholic Confederation of Labour.

Table 15 shows the membership of the congresses and of unaffiliated union groups in Canada in January 1958.

**Table 15—Union Membership in Canada, January 1958**

<i>Congresses and Unaffiliated Union Groups</i>	<i>Members</i>
Canadian Labour Congress.....	1,144,120
Canadian and Catholic Confederation of Labour.....	104,255
American Federation of Labour and Congress of Industrial Organizations.....	18,432
Unaffiliated railway brotherhoods.....	9,608
Other unaffiliated international unions.....	79,970
Unaffiliated national, regional and local organizations.....	97,615
	<b>1,454,000</b>

SOURCE: Economics and Research Branch, Department of Labour, Canada.

Many unions operating in Canada are international in scope in the sense that they have membership in both the United States and Canada. The headquarters of these international unions are in the United States and branches are organized both there and in Canada.

In the province of Quebec a large number of local unions or syndicates have been formed and are federated in the Canadian and Catholic Confederation of Labour.

No arrangement exists whereby a member of an overseas union can transfer his membership to a Canadian union. Newcomers to the country, therefore, must apply for membership and upon acceptance pay the prescribed initiation fee. Most Canadian unions, however, are linked through the central congresses with the International Confederation of Free Trade Unions and several of the specialized international union groups (*e.g.*, the International Transport Workers Federation; the International Metalworkers Federation). Canadian unions are likely to be interested in any evidence of membership in unions in other countries.



In the executive offices of a large public utility firm, good lighting and plenty of space contribute to pleasant and convenient working conditions.

*Photo, Ontario Hydro for Department of Citizenship and Immigration.*



## V

### EDUCATION AND TRAINING

Education in Canada is free in most provinces up to the university or college level. In Newfoundland and Quebec, however, fees may be charged for either or both elementary and secondary school attendance. In most cases, these fees are not large. In Canada it is also a legal requirement that children attend school until the age of 14, 15 or 16, depending on the province in which the family resides. The school year starts early in September and continues until nearly the end of June. Vacations of approximately two weeks each are customary at Christmas and Easter.

The Canadian school system is basically organized on three levels: primary or elementary schools; secondary or high schools; and universities or colleges. Since the provincial rather than the federal government is responsible for education, there are certain variations in this pattern between provinces, but the general plan is the same throughout Canada.

#### Elementary Schools

Children in Canada begin attending elementary school at the age of six. Except in the province of Quebec, where the elementary school course covers seven years, children attend elementary school for eight grades and usually complete this part of their education at the age of 13 or 14.

In most cities, there are also kindergarten classes for five-year-old children and often for four-year-olds as well.

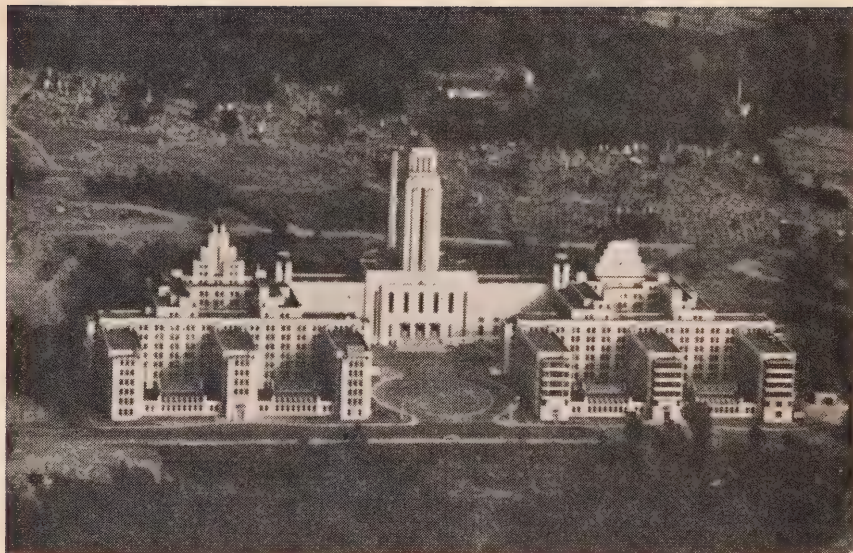
Children are ordinarily required to attend the school that serves their particular district, according to area limits determined by the local school board.

In elementary school, the pupil is usually taught language (English and/or French with emphasis on spelling, grammar and composition), arithmetic, health and social studies (geography, history and civics), with varying amounts of time given to music, art, crafts, home economics, and shop work.

#### Secondary Schools

The secondary or high school provides a four- or five-year educational program which carries students from age 13 or 14 to about 18.

High schools offer an academic program leading to university or to other specialized schools such as teacher-training or nurses'-training schools, or industrial or commercial programs. Agricultural training is provided in special agricultural schools and in many rural high schools.



The Université de Montréal, a Roman Catholic university, was founded in 1876. Its new buildings were inaugurated in 1943. The university offers complete programs of study in all major subjects. Teaching is done in French.

*Photo, Photos Unlimited, Montreal.*

In Quebec, Roman Catholic schools organized in the French rather than the English tradition are by far the most numerous. Under this system, children finishing the seven grades of elementary school may either enter a *collège classique*, leading to professional schools or universities or may attend schools that emphasize vocational, technical or industrial training.

Private schools in Canada offer approximately the same curriculum as is offered by public schools, but are self-supporting from fees, legacies and gifts.

Advanced technical schools in some provinces take students one or two years beyond the level of grade 12. These include institutes of technology and art, and schools for the study of graphic arts, fine arts, mining, textiles, paper making, and other subjects.

## Universities

There are 33 degree-granting universities in Canada, providing instruction in a wide range of subjects. In addition, there are more than 250 degree-granting colleges, the majority of which are affiliated or otherwise associated with the universities.

Admission to a university or college ordinarily requires the successful completion of five years of high school or, in some provinces, four years of high school. When only four years of high school are required, the student may require an extra year's study at university.

For a bachelor's or first degree, from three to seven years' study are required, ranging from three years for a "pass arts" degree to seven years for a degree in law or medicine. An "honour arts" degree requires four years completed study; engineering, four to five years; agriculture, four years; and science, four years. A master's degree usually requires at least one year's study beyond an honour bachelor's degree. A doctorate usually requires one or two additional years' study, including the taking of courses, the writing of a thesis, and frequently the passing of a comprehensive examination.

In the province of Quebec the *collège classique* takes the student eight years beyond his seven years of elementary school, and leads to the bachelor's degree. This degree may be used as a basis for entrance to the study of medicine, law, dentistry, and other professions, or may lead to study for a *maîtrise* (equivalent to a master's degree) or a doctorate in the arts.

University courses usually begin late in September and end early in May. It is common for students in Canada to take part-time and summer jobs while they are at university to help defray their expenses. A number of universities also offer evening courses leading to degrees, and some students holding full-time jobs obtain their university education by evening study only.

Scholarships and other financial assistance are available for many students with good academic standing, providing they apply for such aid and are able to meet the requirements.

## Vocational and Technical Training

Each province in Canada has its own pattern, methods and standards of vocational or technical education, developed to meet its particular needs. In general, publicly-operated vocational or technical training facilities are at three different levels in the educational system: secondary school courses, post-secondary school courses and other trade and industrial courses.

The secondary school group includes courses with a definite occupational objective including a study of secondary school mathematics, science, English, and social studies, and training in specific trade skills and theory. These courses are for youth attending secondary schools. They are given in all provinces except Newfoundland, Prince Edward Island and Quebec and vary from three to four years in duration depending on the courses and the province. Among the fields covered are draughting, carpentry, machine shop work, printing and welding.



Table 16—Trades Designated Under Provincial Apprenticeship Acts—1958

	Nfld.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
Aviation mechanics.....		*							*
Barbers.....				*			*		*
Blacksmiths.....			*			*			
Body and fender repairs.....			*	*	*	*	*	*	*
Boilermakers.....			*	*					*
Bricklayers.....	*	*	*	*	*	*	*	*	*
Cabinetmakers.....			*	*					*
Carpenters.....	*	*	*	*	*	*	*	*	*
Cooks.....								*	
Draughting.....			*						
Electric appliances.....									*
Electricians, construction.....	*	*	*	*	*	*	*	*	*
Electricians, shop.....		*	*	*		*		*	*
Fur industry.....				*					
Gasfitters.....								*	
Glassmakers.....									*
Hairdressers.....				*	*		*		
Jewelry repairs.....									*
Lithographers.....				*					*
Machinists.....	*	*	*					*	*
Marble workers and tile setters.....				*		*			
Millwrights.....			*					*	
Motor mechanics.....	*	*	*	*	*	*	*	*	*
Moulders.....			*	*					*
Office machine mechanics.....									*
Painters.....		*	*	*	*	*	*	*	*
Patternmakers.....			*						*
Plasterers.....		*	*	*	*	*	*	*	*
Plumbers and pipefitters.....	*	*	*	*	*	*	*	*	*
Printing.....			*	*					*
Radio maintenance and repair.....							*	*	*
Refrigeration mechanics.....			*		*	*		*	*
Sheet metal.....			*	*	*	*	*	*	*
Shipbuilding.....		*							*
Shoe industry.....				*					
Sign-painters.....									*
Steamfitters.....	*	*	*	*	*	*		*	*
Steel fabrication.....									*
Stone masons.....		*	*	*	*	*		*	*
Tailors, custom.....				*					
Watch repair.....				*					
Welders.....							*	*	
Woodworkers, factory.....			*	*	*	*			
Total Trades.....	7	13	23	25	14	16	13	19	30

SOURCE: Canadian Vocational Training Branch, Department of Labour, Canada.



In the post-secondary school group, the courses available have a definite occupational objective and include, for example, the study of science and mathematics in a general or specific field at a higher level than that generally taught in secondary schools. In some provinces these courses constitute the program of special advanced technical schools, while in others they are given in a special section of certain secondary schools. They do not lead to a university degree but usually to an advanced technical diploma or certificate. The courses usually last from two to three years and are available in the provinces of Nova Scotia, New Brunswick, Quebec, Ontario, Alberta and British Columbia. The technical fields covered vary from province to province; among those in which courses are given are electricity, electronics, mechanical and architectural technology, printing, cabinet and furniture making, and pulp and paper manufacturing. Some of these advanced technical courses are available in the evening as well as in the day.

Other trade and industrial courses available in Canada are designed to prepare young people who left the regular school system for entry into employment or to help adults improve their present position. In these courses the skills of the trade or occupation are emphasized; trade theory and mathematics and science, as required to work effectively in the trade, are also taught. The courses vary in length from six months to two years, depending on the courses and the province. Examples of these courses are auto mechanics, plastering, machine shop work and refrigeration. In some provinces a number are also available in the evening or by correspondence.

### **Statutory School-Leaving Age**

In each province, the age at which children may stop attending school is designated by legislation. The age varies from one province to another.

In the provinces of Nova Scotia, New Brunswick, Ontario and Manitoba, the statutory school-leaving age is 16; in Newfoundland, Prince Edward Island, Saskatchewan, Alberta and British Columbia it is 15; in Quebec it is 14. The law also places restrictions on the employment of children of school age during school hours. There are some exemptions, information on which may be obtained by writing to the department of education of the province concerned.

### **Apprenticeship**

The training of skilled workers in Canada is assuming increasing importance to-day in view of the rapidly expanding need for persons with various skills.

Many of Canada's skilled workers received their training through apprenticeship, essentially a combination of organized, on-the-job experience and classroom or other organized instruction relating to the trade. Often the

apprentice previously attended a vocational high school. By and large, the period of apprenticeship in Canada is four years, although depending on the occupation and the province it may range from two to five years.

The number of people receiving apprenticeship training in Canada is increasing every year. In April 1953 there was approximately one apprentice for every 37 workers in manufacturing; by April 1955, the number had increased to one in 30.

In all provinces (except Prince Edward Island which does not have an apprenticeship training program), the occupations for which recognized apprenticeship training facilities exist usually include the skilled construction trades and motor vehicle mechanics. Carpenters, bricklayers, stonemasons, plasterers, painters, plumbers, electricians and sheetmetal workers are all skilled construction tradesmen. In some provinces, barbers, hairdressers, blacksmiths, welders and tailors are apprenticed. At the end of the apprenticeship period, a certificate of proficiency is usually given to the apprentice by the provincial department of labour.

Individual firms may also have private apprenticeship programs not covered by provincial legislation and a large number of apprentices in Canada are learning a trade under these plans. In the skilled printing trades, where there are union shops, apprenticeship is regulated by the trade union in agreement with the employer.

In some cities or towns, the skilled journeyman must obtain a licence as well as have his certificate of proficiency in order to practise his trade. Most municipalities require skilled electricians, plumbers, welders and auto mechanics to pass an examination before obtaining a licence to practise.

Immigrants to Canada should bring with them documents showing proof of apprenticeship and experience, for these will be of assistance in applying for employment. In order to gain recognition of his qualifications, the immigrant may find it useful to have an interview with an official of the apprenticeship branch of the provincial department of labour of the province in which he will work. Some provincial governments require newcomers to pass a trade test.

Additional information on apprenticeship may be obtained by writing to the federal Department of Labour, or to the provincial labour department of any province.

## **Vocational Guidance**

Canadian students receive career counselling, or vocational guidance, at their schools and universities, and immigrants may seek it at local schools as well as at the National Employment Service offices. Pamphlets describing

careers and occupations are available from the National Employment Service Offices or from the Economics and Research Branch of the Federal Department of Labour, Ottawa. Overseas they may be obtained from Canadian Immigration Offices. The pamphlets, listed below, are published in English and French.

### Occupational Monographs

- |  |  |
|--|--|
| (1) Carpenter                                  | (10) Motor Vehicle Mechanic                            |
| (2) Bricklayers and Stone-Masons               | (11) Optometrist                                       |
| (3) Plasterer                                  | (12) Social Worker                                     |
| (4) Painter                                    | (13) Lawyer  |
| (5) Plumber, Pipe Fitter and<br>Steam Fitter   | (14) Mining Occupations                                |
| (6) Sheet-Metal Worker                         | (15) Foundry Workers                                   |
| (7) Electrician                                | (16) Technical Occupations in<br>Radio and Electronics |
| (8) Machinist and Machine<br>Operators (Metal) | (17) Forge Shop Occupations                            |
| (9) Printing Trades                            | (18) Tool and Die Makers                               |
|  | (19) Railway Careers                                   |

#### Careers in Natural Science and Engineering: (20-35, one booklet)

- |  |  |
|--|--|
| (20) Agricultural Scientist                                | (29) Civil Engineer                          |
| (21) Architect   | (30) Electrical Engineer                     |
| (22) Biologist   | (31) Forest Engineer and<br>Forest Scientist |
| (23) Chemist   | (32) Mechanical Engineer                     |
| (24) Geologist   | (33) Metallurgical Engineer                  |
| (25) Physicist   | (34) Mining Engineer                         |
| (26) Aeronautical Engineer                                 | (35) Petroleum Engineer                      |
| (27) ——(discontinued)                                      |  |
| (28) Chemical Engineer                                     |  |
| (36) Hospital Workers (other<br>than Professional)         | (41) Careers in Construction                 |
| (37) Draughtsman   | (42) Medical Laboratory Technologist         |
| (38) Welder  | (43) Careers in Meteorology                  |
| (39) Careers in Home Economics                             | (44) Teacher                                 |
| (40) Occupations in the Aircraft<br>Manufacturing Industry | (45) Physical and Occupational<br>Therapist  |

Some provincial government departments also publish information on occupations.

## VI

### LIVING CONDITIONS

This chapter describes briefly such aspects of living conditions in Canada as: the spending habits of Canadians, credit buying, housing, automobiles, social and political aspects of Canadian life, culture, sports and entertainment. Rural living conditions are also mentioned.

#### Spending Habits of Canadians

The average Canadian city dweller spends about one-quarter of his earnings for food, and about one-sixth for housing, including fuel, light and water, according to a recent study made by the Dominion Bureau of Statistics. Further details from this study are given in Table 17. The study was based on a 1955 city budget for a family averaging 3.2 persons and whose average annual income was \$4,424.

**Table 17—City Family Expenditure Patterns: Average Dollar Expenditure per Family, 1955**

	<i>Average Expenditure</i>	<i>Per Cent of Total</i>
Current consumption		
Food.....	\$1,121	25.3
Housing, fuel, light, water.....	755	17.1
House operation.....	166	3.7
Furnishings and equipment.....	279	6.3
Clothing.....	380	8.6
Automobile.....	380	8.6
Other transportation.....	88	2.0
Medical care.....	194	4.4
Personal care.....	84	1.9
Recreation.....	178	4.0
Reading.....	31	0.7
Education.....	21	0.5
Smoking and alcoholic drinks.....	172	3.9
Other.....	43	1.0
All current consumption.....	3,892	88.0
Gifts and contributions.....	103	2.3
Personal taxes.....	246	5.6
Security.....	183	4.1
Total.....	\$4,424	100.0

SOURCE: *Urban Family Expenditure, 1955*, Dominion Bureau of Statistics, 1957.



If family income were lower than this, basic expenditure on such items as housing might represent proportionately more. The budget of a family living in a small town, or in the country, might average somewhat less for food and housing than a city family.

Shopping habits in Canada are similar to those in the United States with a trend towards large drive-in market centres in which many kinds of stores are clustered around a large automobile parking lot. Much of the grocery store business is now done by the large self-service supermarkets, either at the suburban shopping centres or in the central business section of the city or town.



The supermarket has become an integral part of Canadian urban living. These stores sell food of all kinds and many household commodities, so housewives can often do all their shopping in one place. The shopper passes from one aisle to another, helping herself from the shelves or compartments; she pays for her purchases at a special cashier's counter.

*Photo, National Film Board for Department of Citizenship and Immigration.*

## **Credit Buying**

Buying on credit, or on instalments, is a feature of Canadian life that may not be entirely familiar to people from many other countries.

Credit buying enables the consumer to take immediate possession of the object being purchased on credit, whether it be furniture, an automobile, electric appliances or any other item, and to pay for it later on, usually in regular instalments. Sometimes the purchaser is required to make a "down payment" as an expression of his good faith. The purchaser later makes the instalment payments to the store from which he purchased the item, or to a finance company, credit union or bank, according to the way in which the credit has been arranged.

The advantages of credit buying are that it enables a consumer to enjoy certain goods in advance of the time that he actually pays for them, and that it stimulates business activity. A disadvantage is that people sometimes tend to take on more credit payments than they can afford, thus going into debt or having to return the item purchased to the seller or to the finance company. Another disadvantage is that some purchasers fail to realize that the interest payments involved actually add considerably to the cost of the purchase.

Interest is usually expressed as being at a "rate of" a certain percentage per month or per year of the amount borrowed. For instance, the rate of  $1\frac{1}{2}$  per cent per month would be equivalent to the rate of 18 per cent per year if none of the borrowed sum were paid back. Usually, however, interest is charged monthly but only on the unpaid balance still owing, so that the annual rate equivalent to  $1\frac{1}{2}$  per cent per month is considerably less than 18 per cent per year.

Buyers should enquire about rates of interest before making purchases. Banks and credit unions usually have lower rates than finance companies and most stores, although the rates charged by different stores vary.

## Housing

Large numbers of new dwellings have been built in Canada in recent years, many of them in the suburbs of large towns and cities. As Canada's population is growing continually, the need for more housing is increasing too. At the present time the number of dwellings seems to be reasonably adequate for the number of people in most parts of Canada, although housing shortages remain in a few areas. Canada has about 4.2 million occupied dwellings, about 3 million of which are in towns and cities.

It is the custom in Canada for people to work towards owning their own homes, paying for the houses in which they live by means of 20- or 25-year mortgages. These homes are frequently individual-dwelling houses with a small lawn or garden. It is estimated that about 65 per cent of Canadian families own and are paying for their own homes, one of the highest proportions of home ownership of any country in the world.

Many people in Canada purchase their homes by means of a mortgage which they obtain from a bank or other lending agent but which is insured by the federal government's Central Mortgage and Housing Corporation against any loss to the lender through default in payments by the borrower. This arrangement has made it much easier for those wanting to buy or build a home to obtain the necessary capital.

Usually the purchaser of the house pays at least 10 per cent of its value in cash as a down payment, and arranges to pay the balance to the lending agency in monthly instalment payments which include interest.

In 1957 the average buyer of a new home with a loan insured by the Central Mortgage and Housing Corporation purchased a house costing \$14,852, of which \$12,304 represented construction, \$2,291 the land, and \$481 other items. The down payment was \$2,461 and the loan was amortized over 25 years, the monthly payment of principal, interest and municipal taxes being \$83. The typical house was one-storey with three bedrooms and a total liveable floor area of 1,185 square feet. Average building costs per square foot were about \$10.39. The lot had a frontage of 60 feet and was provided with sewer and water services. The average borrower under this plan had an income of \$5,026 per year, so that, on the average 20 per cent of the borrower's income went into mortgage payments plus municipal taxes. It should be pointed out, however, that many people purchase homes in Canada while they are earning much less than \$5,026 per year.



Valued at about \$15,000, this three-bedroom house is slightly above the average house invested in by the holder of a Central Mortgage and Housing Corporation mortgage in 1957. The design was a prize-winner in its district for that year.

*Photo, Central Mortgage and Housing Corporation.*

In the centres of cities, lack of space has resulted in the construction of many large apartment buildings which are usually occupied under a system of rental, although there is a trend towards ownership of individual apartment units. In the older houses and apartment buildings rental rates are generally lower, depending on the condition of the building and the district.



No average figure for rents are available. They vary considerably from one locality to another and even within the same locality, according to the quality and location of the dwelling and the amount of space for rent. A rough estimate might be that a worker may have to pay from 20 to 25 per cent of his income for rent. In some instances, the newcomer may have to pay even more than 25 per cent immediately on arrival and until he has had time to find accommodation more suited to his means. Accommodation for rent is usually advertised in local papers and persons interested in learning the actual rents asked may consult these papers, which are usually available at the Chanceries and visa offices of Canadian missions abroad.

When renting a house or apartment it is customary to provide one's own furniture, with the exception of such appliances as stove and refrigerator. Some houses and apartments, of course, are rented furnished. A tenant taking an apartment or renting a house must usually sign a lease of one or two years' duration. When occupying rented premises, the tenant customarily pays for such monthly items as the telephone and the electricity. A person renting one or two furnished rooms, however, would not ordinarily be required to pay for use of the house telephone, or for electricity or water. A single person can usually rent a furnished room for \$9 or \$10 a week. To rent an unfurnished house would probably cost \$85 to \$100 or more a month, unheated, depending on the location.

In connection with operating a house in Canada it might be well to mention the problem of winter heating. Most homes are centrally heated, particularly those in the cities. Approximately one half the homes have furnace heating, by coal, oil or gas, distributed by hot air vents or hot water pipes to various rooms in the house. Electricity for home heating is now being used on a wider scale.

The cost of heating varies considerably according to the type of fuel used, the size of the house, its insulation, and the degree of heat required. Location also affects heating costs because in some parts of Canada the winter is less severe than in others. The cost of oil heating is estimated to average \$144 to \$185 per year, that of gas heating \$159 to \$235 per year and coal heating (requires stoking) \$120 to \$135. The cost of electricity for cooking and hot water heating may average about \$6 to \$10 per month.

When a person plans to build or to alter a house he must first obtain a building permit from the municipal clerk of the community in which the work will be done. Such permits are granted only if the proposed building meets with the regulations and standards laid down by either the municipality, or the provincial building code, or both.



## Automobiles

In Canada, there is approximately one passenger car for every five persons, and the number of sales of new and used cars is steadily increasing.

The automobile is considered both a necessity and a luxury. For persons living far from the city it has greatly facilitated business and social contacts; for suburban dwellers it has made possible a life in the country combined with fast transportation to jobs in the city. The automobile is indeed a real time saver in a country where distances are so great and the population so scattered.

There are, however, occasions when the automobile is less useful than other methods of transportation, particularly in places where well-organized public transportation facilities are available. For instance, in crowded parts of the city where parking is expensive and traffic moves slowly, it may be just as fast and more economical to use the public transportation facilities. Similarly, where fast commuter trains and buses are in service the commuter may find these just as convenient as using his own car.

The average price of a new Canadian car in the "low-priced field" in June 1958, was \$2,800 compared with \$2,600 in 1957. There is, however, quite a fluctuation in new car prices depending on the state of the market and the time of the year. Smaller European-type cars sell for less than the large Canadian cars.

Used cars are sold at a wide range of prices depending on the time of year (used car prices are usually lower in the fall and early winter) and on economic conditions. Used cars are priced on a scale according to the year and model, and the condition of the car.

There is wide variation in the costs of operating an automobile in Canada, depending on the district and on the extent to which the car is used. Running costs comprise the cost of gasoline, oil, and service charges. A representative figure of about 4 cents per mile<sup>1</sup> might be considered for these, although there is great variation in running costs just as there is for other car expenses. For instance the price of gasoline varies considerably between provinces and between cities—the average for June 1958 was 44 cents an imperial gallon<sup>1</sup>. In calculating the cost of fuel per mile one must of course consider the number of miles the car obtains to the gallon. A Canadian type car would probably run for 18 to 22 miles on an imperial gallon. A smaller European car frequently obtains much better gas mileage than this and therefore has correspondingly lower running costs. Some people consider a total cost, including depreciation, licences and insurance, of 9½ or 10 cents per mile typical for running a Canadian car in Canada.

Licence fees for automobiles are charged annually by each province, and range from \$9 to \$58 for a Canadian car, but are usually between \$10

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<sup>1</sup> 1 mile = 1.609 kilometres; 1 imperial gallon = 4.5 litres.

and \$20. The driver's licence, also required, usually costs about \$1 or \$2. Most provinces require proof of financial responsibility before granting the licence, which means that the automobile owner must purchase at least minimum insurance. Insurance costs may range from \$75 to \$200 a year. Garage rental in the city is about \$10 or \$15 per month.

### **Social and Political Aspects of Canadian Life**

The immigrant will probably find that many aspects of social and political life are different in Canada from those he knew at home.

Immigrants as well as Canadian citizens are entitled to the rights and protection of this country, and at the same time assume moral responsibility to uphold the principles by which these privileges and rights as well as protection are enjoyed.

Among the privileges one might mention are those of civil liberty, the right of citizens to vote, freedom of the press, freedom of political organization, and fair employment practices.

Civil liberty means freedom in the everyday affairs of life. It is protected by the legal right of *habeas corpus* which means that a person cannot be held by police unless specifically charged with an offence, and if so charged he must be tried before a court of law within a specified period of time.

The right to vote for persons over the age of 21 is a privilege Canadians now take for granted but which was hard fought for in the past. In the federal elections all Canadian citizens and all British subjects 21 years of age, male or female, who have resided in Canada for approximately one year prior to the date of the election are entitled to vote. The rules covering who may vote in provincial elections are the responsibility of the provinces but the principles are similar. For municipal elections, however, it is customary that only those who are legally recognized as property owners or as tenants should vote.

Freedom of the press is another privilege enjoyed by Canadians. The press are entitled to say anything they choose, although they must voluntarily submit to their own code of ethics in order to preserve their good reputation. They may be sued for libellous statements and are subject to fines or other punishment of the court if convicted.

People in Canada are free to form political organizations and take part in their activities as long as the activities themselves are within the law; that is, the organizations may plan peaceful projects but must not conspire to overthrow the government by force.

### **Entertainment—Theatre, Art, Music, Television and Radio**

All forms of the arts are active in Canada, and a growing concern with cultural pursuits clearly indicates a rapidly-developing maturity. Music, the graphic arts, painting, sculpture—all have large followings particularly in the cities.

The live theatre on a continuing basis is found in large Canadian cities, and special performances are held from time to time in many other centres. Now world famous in the fields of drama and music are the Stratford Shakespearean Festival, and the Vancouver Theatre Under the Stars, both held during the summer.



Harold da Silva (left), born in Hawaii, came to Canada in 1953 seeking a career in ballet. Earl Kraul (right) and Lilian Jarvis are native Canadians. The scene is from *The Fisherman and His Soul*, an original Canadian ballet.

*Photo, Ken Bell, Toronto, for Department of Citizenship and Immigration.*

Book-writing and book publishing continue to be popular, despite predictions of some observers who believed the competition offered by television and radio would create serious difficulties for printed material. The demand has continued to be good for non-fiction, fiction, poetry, drama and biography, and Canadian creative writers in 1957 experienced a good market for their work.

There were in 1957 about 104 daily newspapers in Canada with an aggregate reported circulation of about four million copies; about 82 per cent are in English and the remainder mainly French. Although their circulation is not large, many foreign-language newspapers are also published in Canada. Weekly newspapers number 731 English and 159 French. Their circulation in English is over 4 million and in French over 2 million copies. Weekly newspapers serve more people in country areas than do the dailies. The Canadian Press, a co-operative organization owned and operated by Canada's daily newspapers, provides its members with world and Canadian news and news photographs.

The combined circulation of Canadian magazines is over 13.3 million. The annual expenditure for books, papers and magazines in Canada averages \$20 per person.

Television and radio are also popular. More than 60 per cent of Canadian homes have television sets and almost every home within receiving range of radio stations has one or more radios.

Radio and television broadcasting in Canada is a combination of public and private enterprise. At January 1, 1958, the publicly-owned Canadian Broadcasting Corporation operated 24 radio stations and eight television stations; private stations at the same date numbered 176 radio stations and 37 television stations.

In addition to operating broadcasting stations the Canadian Broadcasting Corporation is responsible for regulations controlling the establishment of networks (channels by which programs are relayed all across Canada) and lays down general rules regarding advertising and censorship. The responsibility for observing these regulations rests with individual stations.

Radio and television programs are broadcast in English and, in areas where French is widely spoken, in both English and French. Most people in Canada are within range of radio and television broadcasting stations.

Since private radio and television stations depend largely on advertising to defray their operating costs, they attempt to provide programs with wide public appeal in order to reach the largest audience for their advertising. The Canadian Broadcasting Corporation, because it is not wholly dependent on advertising, offers programs with a more educational emphasis, including many musical programs of a classical and varied nature.



The prices of radios have been within the average budget for some time. A television set is a fairly expensive piece of family furniture and is usually purchased on the instalment plan.

## Sports

Canadians are enthusiastic about sports, both as participators and as spectators, and the newcomer should have no difficulty in finding sporting activities which appeal to him.

In Canada there appears to be less interest shown in gymnastics and group exercises than there is in most European countries although gymnasium facilities are available at the Y.M.C.A.'s and other group centres and at most large schools. The most popular summer sports in Canada are baseball, swimming, fishing, golf and lawn bowling, and other sports such as tennis, sailing, water-skiing, canoeing and horseback riding are available in many centres.



Camping is a popular summer activity in Canada. Many good picnic spots can be found within reasonable driving distance from the city. Canadian families play together to a great extent, and family groups such as this one are everywhere to be seen.

*Photo, National Film Board for Department of Citizenship and Immigration.*

In the fall, interest centres on Canadian football and to a lesser extent on soccer, played by school and university students as well as professionally-organized teams and watched with enthusiasm by sports fans. In winter, skating, hockey and curling are very popular and skiing is finding more participants every year. Badminton and squash are available at clubs in the larger centres.

The increasing number of private cars on the road is making it possible for sportsmen to go farther afield in search of hunting, fishing or camping places and for skiing centres in the winter. Most sports except team play are open to women as well as men. In the larger centres well-organized Y.M.C.A.'s and Y.W.C.A.'s provide an opportunity for engaging in sports and social activities, including dancing, at quite moderate cost.

## **Rural Living Conditions**

Living conditions in Canada's country districts may be a little different from those the immigrant is accustomed to at home, but life in the country in Canada is busy and rewarding and many people prefer it to city life.

One of the distinguishing features of country life in Canada is distance. Frequently the country dweller may be a considerable distance from neighbours and from town. Distances today, however, are made much less important by the automobile and most farmers and people in small towns who require transportation to any great extent have their own automobiles or trucks.

Living conditions in rural areas in Canada are, of course, different from those in the city. For instance, while most city and town homes now have electric lights, farm homes are acquiring this service more slowly; about 60 per cent of Canada's farm and rural homes now have electricity, although more are getting it every year.

The method of heating is another way in which farm homes, or those in small towns, often differ from the usual city home. Although many country homes have central heating, the wood stove is frequently used, and its heat distributed to the rooms by large stove pipes and air ducts. The wood stove is commonly used for cooking where there is no electricity.

Hot and cold running water, too, may not always be found in rural homes to the extent that they are in the city. However, the prices of plumbing and heating equipment have declined in recent years, bringing them within the budget of the average farm or small town dweller. Most Canadian farms and small town homes have their own wells from which they obtain fresh water for all purposes.

Most farm and country dwellers consider that the advantages of rural life—fresh air, lots of space, one's own garden and livestock, a quieter life, and possibly lower living costs—outweigh the disadvantages of longer distances and perhaps some lack of household facilities.

Rural life is somewhat different from city life in its social patterns too. Country people, generally speaking, are more friendly and neighbourly than city people. In most country districts there are a number of recurring social events which keep their participants in a busy social atmosphere. Such things as church groups, dances, teas, clubs and card parties are common to rural Canada, particularly in the winter.

## VII

### **SOCIAL WELFARE SERVICES**

In recent years there has been considerable progress in the development of a nation-wide system of social security in Canada and a substantial increase in municipal, provincial and voluntary welfare services. Immigrants, however, should not expect to find in Canada the same social security programs as in the country from which they have emigrated.

#### **Unemployment Insurance**

Unemployment insurance is provided in Canada by the federal government on a plan by which workers pay into a fund administered by the government a small amount from each pay cheque. Employers make a matching contribution for each person on their staff. The federal government also makes a contribution equal to one-fifth of the total paid by employers and by employees, and pays all the costs of administration. When a worker is laid off due to a shortage of work, he can obtain benefit payments if he has made the required number of contributions and is available for and able to work.

All employed persons are covered by unemployment insurance unless specifically excepted. Generally speaking, coverage includes people on hourly, daily, piece or mileage rates of pay and salaried persons earning less than \$4,800 a year. Excepted are people on salary earning more than \$4,800 a year, and those employed in agriculture, domestic service, school teaching, the permanent civil service, most hospitals, and in a few other occupations.

Employers and their insured employees each pay an amount which is based on the level of the employee's earnings. As the earnings increase, the amount paid by both employee and the employer also increases.

To receive benefits a person must first show the Unemployment Insurance Commission office in his district that he or she is unemployed and is available for employment. To qualify for benefits a person must have made at least 30 weekly contributions while in insurable employment during the 104 weeks immediately preceding the claim. Eight of these contribution weeks must have been made in the immediately preceding 52 weeks. On a subsequent claim, at least 24 of the 30 weekly contributions must have been made since the commencement of the previous claim or in the last 52 weeks, whichever is the longer period. These periods may be increased by periods of sickness, non-insured employment or self-employment. The benefits for unemployed persons range from \$6 to \$30 per week, depending on their past earnings and on the number of their dependents.



In addition to regular benefits, a person who is unemployed between December 1 and May 15 may qualify for seasonal benefits if he has used up regular benefits, or does not have enough contributions to qualify for regular benefits but does have at least 15 weeks' contributions since the previous March 31st.

There are no residence or citizenship requirements for unemployment insurance and the benefit payments are not subject to income tax.

### **Unemployment Assistance**

Unemployed persons in need may receive financial assistance from their province or their municipality, subject to certain residence requirements. The amount of payment, and conditions under which the payment may be received, vary from place to place.

### **Workmen's Compensation**

Workmen injured by an accident arising out of and in the course of their employment, or who are disabled by specified industrial diseases, are entitled to receive compensation provided their disability lasts more than a few days. To cover the costs of compensation, employers must pay into a fund administered by the provincial government.

Most occupations are included in the provincial workmen's compensation act. Some of the exceptions are labourers, domestic servants, clerical workers, and casual employees. Even these may be included, in some provinces, if the employer or employee makes a special application to the province for coverage.

Medical bills and hospital costs are paid by all provinces. In addition, cash benefits to the worker provide compensation amounting to 70 to 75 per cent of earnings in the case of total permanent or temporary disability. Compensation for partial disability is usually based on the difference in earnings before and after the accident, with a maximum payable of 70 to 75 per cent of this difference. The maximum earnings on the basis of which workmen's compensation is calculated vary from \$3,000 to \$5,000 per year, according to the province. A minimum payment per week is provided in all provinces.

Payments to a worker's dependents if he is killed vary from \$50 a month to \$75 a month for the widow and \$12 to \$35 a month for each child, the rate depending on the province. In addition, the funeral expenses are paid up to a certain maximum. Additional information on workmen's compensation may be obtained from the federal Department of Labour's bulletin *Workmen's Compensation in Canada*.

Immigrants are entitled to receive workmen's compensation from the beginning of their work in Canada.

## **Family Allowances**

All children born in Canada and children of newcomers who have lived in Canada for one year preceding the date they register for the allowance, are eligible for family allowances, which are administered by the federal Department of National Health and Welfare.

To qualify for the allowance the child must be registered for it, and must be "maintained" by a parent according to the definition of the Family Allowances Act. The allowances are paid monthly to the parent, usually the mother. They are tax-free, and are paid by cheque at the following rates: children under 10 years of age, \$6; children aged 10 to 15, \$8. The allowances are paid for children of school age only when they are regularly attending school as required by provincial legislation.

## **Family Assistance**

Family assistance is a grant for children of immigrants or of persons returning to Canada after a prolonged absence, and is payable to the parents. It is designed to assist the family during the first year after admission to Canada or return to Canada for permanent residence, a period when children are not eligible for family allowances. Family assistance is administered by the Immigration Branch of the Department of Citizenship and Immigration.

Family assistance is payable at the end of each three months at the rate of \$5 per month for each eligible child, from the date of admission, or return, until a period of 12 months has elapsed.

## **Old Age Security**

Old age security is paid by the federal government to all citizens of Canada 70 years of age or over, provided they have resided in Canada for at least ten years. The pension is paid at the monthly rate of \$55, regardless of the financial means of the recipient, as long as he remains a resident of Canada, though it may be paid for periods of absence up to six months in any year. In some cases the province may pay an additional supplement.

## **Old Age Assistance and Disabled and Blind Persons' Allowances**

The federal and provincial governments co-operate in providing assistance of up to \$55 a month to persons in need who are aged 65 to 69, to those 18 and over who are totally and permanently disabled, and to those aged 18 and over who are blind. Under these programs, payment of assistance or allowances is made by the provinces, some of which also pay an additional supplement in cases of need.

Under each of the three programs, an applicant for assistance must have resided in Canada for ten years and must meet a test of need to be eligible.

## Mothers' Allowances

Allowances on behalf of needy mothers and their dependent children are provided by all provinces. Assistance is granted to widows, mothers with husbands in mental hospitals and, in nine provinces, to mothers who are deserted or whose husbands are disabled. Some provinces provide also for mothers with husbands in penal institutions and for divorced, separated and unmarried mothers.

To be eligible for these allowances, an applicant must be caring for one or more children of eligible age, and must meet specified conditions of character and competence, need, residence and, in six provinces, of nationality. In the latter case, the usual requirement is that the applicant be a Canadian citizen or a British subject, or the wife or widow of a Canadian citizen or British subject or that the child have been born in Canada.

The maximum monthly allowance payable to a mother with one child varies from one province to another. An additional amount is paid for each additional child and in some provinces for a disabled father in the home. Some provinces have established a maximum amount payable to a family and the majority of provinces grant supplementary aid where special need is apparent.

Hospital care is provided, under the Hospital and Diagnostic Services Act of 1947, through federal-provincial hospital insurance programs in the western provinces, and in Newfoundland, Ontario and Nova Scotia. At the time of writing it is anticipated that New Brunswick and Prince Edward Island will have similar plans in operation by mid-1959. The federal government contributes to the program under a formula designed to cover a higher percentage of the costs in those provinces whose revenues are below the national average. There are also government-sponsored programs providing physician's services in certain areas of a number of provinces and five of the provinces operate special health service programs for some or all public assistance recipients. Voluntary medical or hospital insurance is available to individuals and groups in all provinces.

In some provinces it is necessary for the individual to be enrolled in the hospital scheme and to pay a regular premium in order to belong. For information concerning these plans, enquiries should be directed to the provincial hospital commission of the province concerned.

## Hospital Care

Each of the provincial hospital insurance programs offers in-patient standard ward care, diagnostic, laboratory and other ancillary hospital services as well as approved out-of-province care to all persons normally resident within the province. In addition all plans except in one province provide

emergency out-patient benefits. The provincial cost of programs is largely financed by premiums, sales tax or provincial consolidated revenue. In addition in some provinces the patient pays a part of the cost of care.

In British Columbia one dollar per day is charged for the period of hospitalization and two dollars each for out-patients' visits within 24 hours after emergency illness or accident. All other costs are met from provincial consolidated revenue, into which the proceeds of a special sales tax are paid. Charges for recipients of public assistance are assumed by the province.

In Alberta, all patients pay a daily charge of from \$1.50 to \$2.00, according to hospital size. For persons in receipt of public assistance and for maternity and certain polio, arthritic and cancer patients, charges are assumed by the province.

The Saskatchewan Hospital Services Plan offers hospital care upon payment of annual premiums, which in 1959 are set at \$35 for a family group and \$17.50 for a single person. The majority of persons receiving public assistance have care supplied at provincial expense. Costs for the remainder are assumed by the municipality of residence. In Manitoba and Ontario, the provincial hospital plans are financed through monthly premiums. In Manitoba these are \$2.05 for a single person, \$4.10 for a family; in Ontario, \$2.10 for a single person, \$4.20 for a family. Costs for public assistance recipients are assumed by either the provincial or municipal government according to the designation of responsibility. Ontario has also extended plan benefits to include care in mental institutions and tuberculosis sanatoria, costs of which are not shared by the federal government.

The Nova Scotia hospital scheme provides a range of specified out-patient services in addition to the usual emergency out-patient care. There are no patient charges since financing is largely by a provincial sales tax. In Newfoundland, the hospital insurance plan provides a complete range of out-patient services and provincial costs are financed entirely from consolidated revenue. In both provinces public assistance recipients are entitled to service on the same basis as all other provincial residents.

## **Medical Care**

In certain areas of Manitoba and Saskatchewan, municipal doctor plans offer complete physician's services on a premium basis to residents. Additional costs are covered by municipal and provincial tax revenues. The Swift Current area in south-western Saskatchewan operates a medical-dental plan supplying service to residents of that region through payment of personal tax or premium, property taxes and certain provincial grants.

In the outlying areas of Newfoundland, medical care and certain nursing services are provided on a premium basis with the amount of the premium



varied according to the economic area of the province. The Children's Health Service provides free medical and surgical service in hospital to all children under 16 years of age.

Five provinces have special programs for some or all of those persons who receive social assistance or relief, blindness allowances, mother's allowances, disability allowances, old age security (supplemental allowance), old age assistance or widow's pensions. In addition, in some provinces, children who are wards of the government are included among those who may receive special assistance. With the exception of certain small charges, generally for dental and optical care and drugs, all services are given free of charge. In British Columbia and Saskatchewan, physician's services in home, office and hospital, certain drugs, dental and optical care as well as various other services are provided under the special program. Similar services, with the exception of drugs, are supplied in Alberta. In Ontario, with approximately the same number of persons covered, physician's care in home and office only and some emergency dental, drugs and optical care, are supplied. In Nova Scotia, dental service is provided only to persons receiving mother's allowances and their dependents and those who are in receipt of blindness allowances.

In each of the other provinces and in the two territories services for persons unable to pay for all or part of their care are provided on a local or territory basis, with arrangements and qualifications for service varying from one province to another.

### **Special Programs**

All provinces provide free or substantially free hospital care for persons suffering from mental illness and tuberculosis. Veterans are given hospital care at federal government expense for illnesses or disabilities sustained while on military service. The federal government also provides dental and medical services to members of the armed forces, Eskimos, Indians, and insured sick mariners. A number of the provinces have special programs under which free or substantially free services are provided to persons suffering from specific diseases such as cancer, poliomyelitis, syphilis, etc.

### **Voluntary Insurance Schemes**

A wide variety of non-profit and of private organizations offer insurance against the expenses of hospital, medical and surgical fees, and against loss of wages for accident or sickness to any person who can pay for it. The premium which the individual pays depends upon the type of contract purchased.

In many industrial and group plans (see Chapter IV), the employer pays part of the premium. While these schemes are usually operated only within

certain localities, it may sometimes be possible for a person to make arrangements to stay within such a program even though changing his place of residence or his job.

A person who does not belong to any organization which has a group plan may purchase hospital or medical insurance and insurance against accident or loss of pay from a privately-owned or voluntary insurance company organized to provide all types of insurance on a national, provincial or local basis. These types of insurance may be purchased by individuals or by families. Again, under some of these plans, it is also possible to retain coverage even though changing one's place of residence or one's job. It is important that a person intending to buy insurance inform himself about the plans of several different companies before undertaking to purchase a contract.

## Bibliography of Selected Reference Books on Canada

### General:

*Encyclopedia Canadiana*. Canadiana Company Ltd., Ottawa, 1957. 10 volumes, 5,000 drawings. \$150.00.

*Canada Year Book*. Queen's Printer, Ottawa. Published annually, approximately 1,300 pages. Paper edition \$3.00; cloth edition \$5.00. The official statistical annual of the resources, history, institutions and social and economic conditions of Canada.

*Canada, 1959*. Queen's Printer, Ottawa, 1959, 325 pp. \$1.00. The official handbook of present conditions and recent progress.

*The Labour Gazette*. Queen's Printer, Ottawa. Published monthly, approximately 1,500 pages. \$4.00 per year outside Canada. Official Department of Labour record.

### Wages and Earnings:

*Wage Rates and Hours of Labour*. October 1958, Department of Labour, Ottawa, 265 pp. \$1.00. Wage rates for selected occupations below the supervisory level, presented in both English and French.

### Occupations:

Professional occupations. A series of pamphlets each setting out requirements for a professional occupation such as doctor, lawyer, teacher or nurse. Department of Citizenship and Immigration, Ottawa. No charge.

Canadian Occupations. Department of Labour, Ottawa. No charge. A series of monographs giving detailed information on different occupations.

### Working Conditions:

*Working Conditions in Canada, 1958*. Department of Labour, Ottawa, 59 pp. 25 cents. Statistical tables showing proportion of workers in manufacturing, transportation, mining, public utilities, service, trade and finance industries who enjoy various levels of advantages.

*Provincial Labour Standards, October 1958*. Department of Labour, Ottawa, 24 pp. 25 cents. Provincial legislation concerning working conditions is summarized by subject in this bulletin.

*Workmen's Compensation in Canada*. Department of Labour, Ottawa, 43 pp. 25 cents. A comparison of provincial laws.

*Group Hospitalization and Medical Insurance Plans in Canadian Manufacturing Industries*. Department of Labour, Ottawa, 41 pp. No charge. An analysis of the proportion of workers in manufacturing participating in group hospitalization plans.

### Taxation:

*Taxation in Canada*. Bank of Montreal, Montreal, 1958, 40 pages. No charge. A description of Canadian taxation.

### Education and Training:

*Canadian Universities and Colleges, 1958*. The National Conference of Canadian Universities, 140 Wellington St., Ottawa, 200 pages, \$2.50 (outside Canada). In Canada \$2.00.

*Vocational Training Programs in Canada*. Report No. 5. Department of Labour, Ottawa, 1958, 111 pp. No charge. A description of technical and trade training programs publicly-operated.

*Training and Recruitment of Skilled Tradesmen in Selected Industries in Canada, 1951-1956*. Department of Labour, Ottawa, 1958, 32 pages, 25 cents.

### Employment:

*Employment and Payrolls*. Dominion Bureau of Statistics, Ottawa. Monthly and annually, 30 cents per issue. Statistics of number of persons employed in various industries and of average earnings.

*The Labour Force*. Dominion Bureau of Statistics, Ottawa. Monthly 25 cents. Statistics of number of persons employed in various industries.





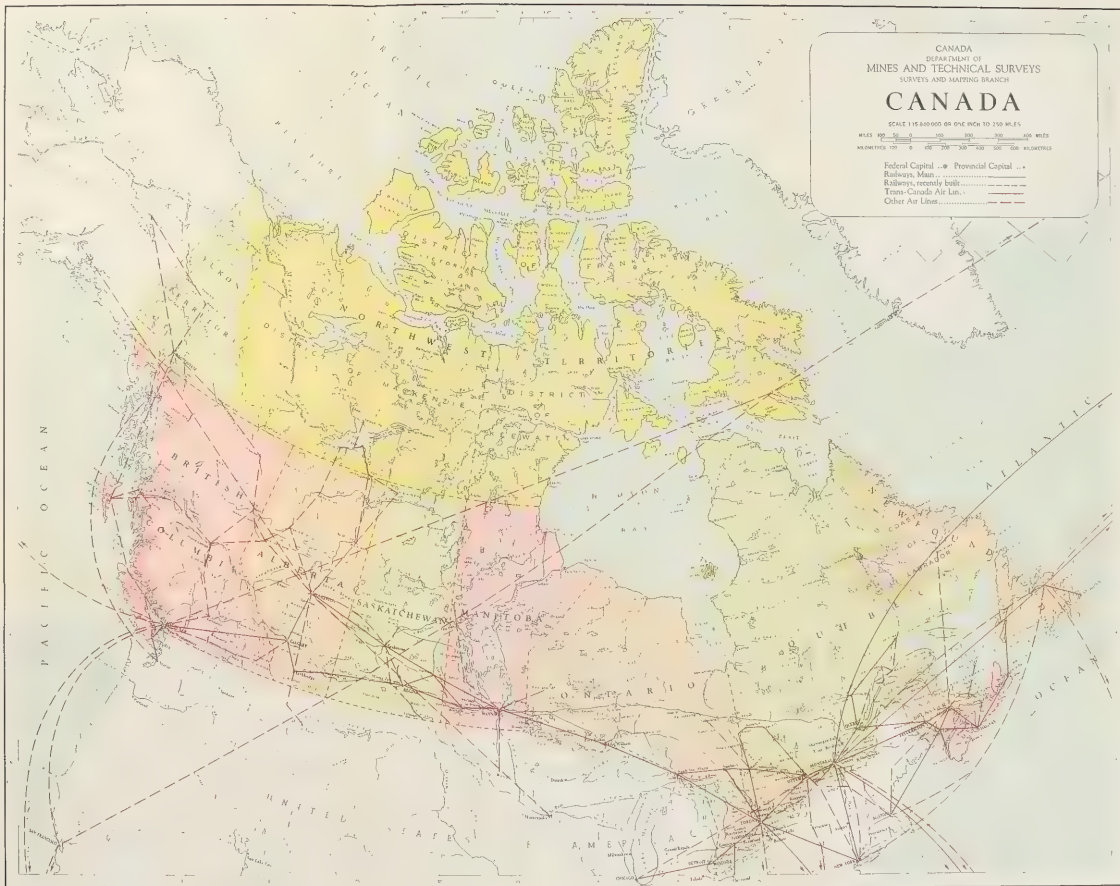


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